

# Watchfield Primary School



At Watchfield We '**SOAR**': We are **Successful**, **Original**, **Aspirational** and **Resilient**

## Uniform Policy

Policy Updated: September 2024  
Future Review due: September 2025  
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Link Governor:  
Version: 1.1

Where **happy**, **confident** children show **care** and **respect** for others, **believe** in themselves and take **pride** in their achievements.

## MISSION

At Watchfield, **our ethos** is that everyone is cared for, respected, valued and included. We are a local school with an international community; Watchfield welcomes everyone. Subsequently, we create a happy, caring, safe and stimulating learning environment, where all children are encouraged to thrive intellectually, physically, socially and emotionally.

We ensure that we:

- Put children and their learning at the centre of everything we do
- Provide a warm, welcoming and secure environment for all children
- Carefully plan a broad, balanced and stimulating curriculum
- Encourage, value and extend every child's contribution to the school
- Celebrate differences and recognise and praise success in everyone
- Build strong collaborative partnerships with families and the local community
- Encourage and enable the continuous professional development of all staff

## VISION

Our School Vision is:

***'At Watchfield We SOAR'***

At Watchfield we want everyone, children and adults, to 'SOAR'. This means we work hard to enable individuals, groups and the wider school community to be: **S**uccessful, **O**riginal, **A**spirational and **R**esilient.

This vision is embedded into all of our policies and our day-to-day practice; as teachers – as learners.

To help us achieve our School's vision we have identified six core values that also underpin our School's ethos. These are encapsulated in the statement below:

*'Watchfield Primary School: a place where **happy**, **confident** children show **care** and **respect** for others, **believe** in themselves and take **pride** in their achievements'.*

Through striving to meet our vision, our aim is for Watchfield Primary School to be at the heart of an expanding community and widely recognised as a school that values uniqueness, where children are provided with the skills to enable them to become **S**uccessful Learners, **O**riginal Characters, **A**spirational Individuals and **R**esilient Citizens.

## 1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers.
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010.
- Clarify our expectations for school uniform.

## 2. Our School's Legal Duties Under the Equality Act 2010

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender.
- Make sure that our uniform costs the same for all pupils.
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back).
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable.
- Allow pupils to request changes to swimwear for religious reasons.
- Allow pupils to wear headscarves and other religious or cultural symbols.
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mrs Sarah Wilson (Head of School) via [office@wat.faringdonlearningtrust.org](mailto:office@wat.faringdonlearningtrust.org) who can answer questions about the policy and respond to any requests.

## 3. Limiting the Cost of School Uniform

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents/carers ability to 'shop around' for a low price.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary.

- Limiting any items with distinctive characteristics where possible.
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability.
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes.
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler.
- Avoiding different uniform requirements for different year/class/house groups.
- Avoiding different uniform requirements for extra-curricular activities.
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes.
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

#### 4. Expectations for School Uniform

##### 4.1 Our School's Uniform

See Appendix A (below)

##### 4.2 Where to Purchase It

If you need secondhand uniform at any point in the year, please contact the school office at: [office@wat.cambrianlt.org](mailto:office@wat.cambrianlt.org) who will be able to help provide this.

Uniform is also available from any local supermarket or high-street retailer (we do not insist on branded logos) or items with the school logo can be purchased from:

**PMG Schoolwear** online, over the telephone 01895 809321 or in person at the shop located in Faringdon: 8 Regal Way, Faringdon SN7 7BX.

#### 5. Expectations for our School Community

##### 5.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises
- Travelling to and from school
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Pupils are also expected to contact Mrs Sarah Wilson (Head of School) via [office@wat.cambrianlt.org](mailto:office@wat.cambrianlt.org) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

## 5.2 Parents and Carers

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents/carers are also expected to contact Mrs Sarah Wilson (Head of School) via [office@wat.cambrianlt.org](mailto:office@wat.cambrianlt.org) if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

Parents/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints policy

The school will work closely with parents/carers to arrive at a mutually acceptable outcome.

## 5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Head of School if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with the school's Behaviour Policy.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

## 5.4 Governors

The governing board will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

## 6. Monitoring Arrangements

This policy will be reviewed annually by Mrs Sarah Wilson (Head of School) At every review, it will be approved by the Local Governing Body.

## 7. Links to Other Policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy

Watchfield School Uniform

School Uniform Wearing a uniform helps children feel part of our school community. It demonstrates a commonality and a respect for the institution within which the children belong. This can only be achieved if the below is adhered to – thank you for your support.

**School Uniform:**

- Navy blue sweatshirt/cardigan with or without the school logo
- White or light blue polo shirt
- Grey trousers or shorts
- Grey skirt / pinafore dress / culottes (knee or below)
- Light blue and white gingham dress for (late spring/summer)
- Plain white / black / Grey socks
- Black shoes/closed-toe sandals (not trainers)

**PE Kit:**

- Plain black, navy or grey shorts
- Yellow T-Shirt
- Daps/Plimsoles or trainers
- Black or navy tracksuit (jogging bottoms and jumper) optional for outdoor activities

No large logos on the t-shirts or tracksuits please.

Earrings must be removed or covered by tape.

Long hair must be tied back.

**Swimming:**

Appropriate swimwear should be worn including:

- One-piece swimming costumes, swimming trunks and swimming hats.
- Goggles may be worn (with completed permission slip).

No bikinis or Bermuda style trunks to be worn.

Please ensure all items are clearly named. [www.easy2name.com](http://www.easy2name.com) produce a variety of labels for school uniform and personal belongings

**Jewellery:**

- Silver or Gold single ear-studs in the lobe only
- Make-up and nail varnish are not permitted at school.
- Simple watch on the wrist that does not include apps, camera, games, etc.

**Hair cut/ style:**

- Hair should be of natural colour- dyes and highlights are not permitted
- Style and cut should be appropriate for school- shaved patterns and Mohicans are not permitted
- We champion the Halo Code – please see below

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- The hijab, turban or kippah may be worn

### The Halo Code

Watchfield Primary School champions the right of staff and pupils to embrace all Afro hairstyles. We acknowledge that Afro-textured hair is an important part of our Black employees' and pupils racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance.

We celebrate Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps.

At Watchfield Primary School, we recognise and celebrate our colleagues' and pupils' identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on an employees or pupils ability to succeed.

1. Race-based hair discrimination is illegal under the Equalities Act 2010. Workplaces such as schools have the right to enforce a dress code as long as it is fair and does not unduly discriminate against any staff and pupils. Policies and practices that prohibit hairstyles which are primarily used to maintain Afro-textured hair can lead to indirect discrimination.

2. The Halo Code focuses on hair textures and styles most commonly associated with the Black community. The term Black has historically been used as a racial and political label. Here, we use it to refer to members of the African diaspora, including those with mixed heritage, who as a result of their ancestry have Afro-textured hair.

3. The Halo Code is a gender-neutral policy.

4. In order to embody the spirit of The Halo Code, all staff are encouraged to familiarise themselves with different Afro-textured hairstyles and their cultural significance, and to avoid labelling Afro-textured hair with terms such as messy, unprofessional, or inappropriate.

5. The Halo Code does not prevent workplaces from issuing additional guidance around Afro-texture hair and protective styles if applied consistently across all students and staff, including:

- That head wraps and scarves should reflect other elements of the uniform code such as the school colours.
- That hair be tied up for health and safety reasons, such as during sports, science labs, or to avoid trip hazards.
- That hair colour is reflective of wider school uniform policy.