



UNIFORM POLICY

Policy authors	The Henry Box School, School Leader: A Westwood Headteacher for Queen Emma's Primary and Finstock Church of England Primary Schools: L Dixon
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Contents

1. Aims
 2. Our school's legal duties under the Equality Act 2010
 3. Limiting the cost of school uniform
 4. Expectations for school uniform
 5. Expectations for our school community
 6. Monitoring arrangements
 7. Links to other policies
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1. Aims

This statement 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 pupils to request changes to swimwear for religious reason where appropriate
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our uniform requirements and expectations on the grounds of equality by asking pupils or their parents to get in touch with each specific school. Those named below can answer questions about the school uniform and respond to any requests:

The Henry Box School: Miss A Westwood, Email: awestwood@henrybox.oxon.sch.uk,
Phone: 01993 709955

Queen Emma's Primary School: Headteacher Email: head.2304@queen-emmas.oxon.sch.uk, Phone: 01993 704770

Finstock Church of England Primary School: Headteacher Email:
head.3040@finstock.oxon.sch.uk, Phone: 01993 868314

3. Limiting the cost of school uniform

Our schools 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' 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.
 - The Henry Box School, the only items which are distinctive are the V-neck jumper, house tie, PE tops and PE socks all other items are purposely not distinctive to allow parents to purchase uniform items at the best economic value.
 - Queen Emma's Primary School only have a school tie which is distinctive and request that school jumper or cardigan is red, which can be bought from any supplier including supermarkets allowing parents to purchase uniform items at the best economic value.
 - Finstock Church of England Primary Schools do not have any specific logo uniform items, the only request is that the school jumper or cardigan is red, which can be bought from any supplier including supermarkets allowing parents to purchase uniform items at the best economic value.
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- 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 leveller
- Avoiding or minimizing different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and pupils on any proposed significant changes to uniform requirements and carefully considering any complaints or concerns

3.1 Second-hand uniform

At The Henry Box School, the dedicated HBSA (Henry Box School Association) offer the sale of second-hand uniform through an easy to use on-line platform. Allowing families to order items of uniform at a fraction of the retail price.

Finstock Church of England Primary School also sell second-hand uniform through their Friends of Finstock.

Queen Emma's Primary School have second-hand uniform available from Resection, should any family require assistance.

All funds from second-hand sales go directly back to each respective school for school use.

3.2 Financial Assistance

For families whose child attends The Henry Box school and may be experiencing hardship or are in receipt of particular support payments and meet certain criteria, they may be eligible to receive financial assistance from the school to help with the cost of uniform. Applications are submitted to the Finance department who will issue a Financial Assistance application form. Proof of income and/or support payments will be required, and all applications are strictly confidential.

4. Expectations for school uniform

All information regarding school uniform requirements, expectations, where to buy specific items and information regarding second-hand items can be found on each school website:

The Henry Box School: <https://www.henrybox.oxon.sch.uk/771/uniform>

Queen Emma's Primary School: <https://www.queen-emmas.oxon.sch.uk/1392/uniform-list>

Finstock church of England Primary School: <https://www.finstock.oxon.sch.uk/1339/uniform-list>

5. Expectation for our schools' communities

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 individuals identified below if they want to request an amendment to the uniform requirements or expectations in relation to their protected characteristics:

The Henry Box School: Miss A Westwood, Email: awestwood@henrybox.oxon.sch.uk, Phone: 01993 709955

Queen Emma's Primary School: Headteacher Email: head.2304@queen-emmas.oxon.sch.uk, Phone: 01993 704770

Finstock Church of England Primary School: Headteacher Email: head.3040@finstock.oxon.sch.uk, Phone: 01993 868314

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 are also expected to contact individuals identified below if they want to request an amendment to the uniform requirements and expectations in relation to:

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

The Henry Box School: Miss A Westwood, Email: awestwood@henrybox.oxon.sch.uk, Phone: 01993 709955

Queen Emma's Primary School: Headteacher Email: head.2304@queen-emmas.oxon.sch.uk, Phone: 01993 704770

Finstock Church of England Primary School: Headteacher Email: head.3040@finstock.oxon.sch.uk, Phone: 01993 868314

Parents 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 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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by:

The Henry Box School: Miss A Westwood, Email: awestwood@henrybox.oxon.sch.uk, Phone: 01993 709955

Queen Emma's Primary School: Headteacher Email: head.2304@queen-emmas.oxon.sch.uk, Phone: 01993 704770

Finstock Church of England Primary School: Headteacher Email: head.3040@finstock.oxon.sch.uk, Phone: 01993 868314

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 Reviewing uniform requirements and expectations

Uniform requirements and expectations are reviewed regularly to ensure that:

- They are appropriate for our schools' context
- Are implemented fairly across the schools
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The schools will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by re-tendering contracts at least every 5 years and continually looking at costings of any distinctive items to ensure that suppliers are sourcing the most cost-effective products.

6. Monitoring arrangements

This policy will be reviewed every two years by the staff members collectively from each school responsible for uniform arrangements. At every review, it will be approved by the MILL Executive Team.

7. Links to policies

All information regarding school uniform requirements, expectations, where to buy specific items and information regarding second-hand items can be found on each school website:

The Henry Box School: <https://www.henrybox.oxon.sch.uk/771/uniform>

Queen Emma's Primary School: <https://www.queen-emmas.oxon.sch.uk/1392/uniform-list>

Finstock church of England Primary School: <https://www.finstock.oxon.sch.uk/1339/uniform-list>

Links to policies that relate to uniform requirements and expectations include:

- Behaviour policy
- Equality and Equity policy
- Anti-bullying policy
- Complaints policy