

We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

School Uniform Policy

North Kidlington School



Approved by:	Full Governing Board	Date: 14/11/23
Last reviewed on:	N/A	
Next review due by:	October 2026	

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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
- 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 (not including jewelry)
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the school office 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' 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:

- Ensuring none of our school uniform items have to have the school logo (you may purchase items with our logo, but this is not mandatory)
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Providing sports kits for KS2 competitions
- 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 the uniform policy and carefully considering any complaints about the policy (see our [surveys](#))

4. Expectations for school uniform

4.1 Our school's uniform

- **Top** – Navy sweatshirt, jumper or cardigan
- **Shirt** – White polo shirt or buttoned shirt
- **Bottoms** – Grey or black skirt, trousers or shorts
- **Pinafore** – Black or grey
- **Summer Dress** – Blue check
- **Tights** – A dark colour
- **Socks** - plain

Leggings and jeans are not permitted. Hair over shoulder length must be tied back and no tramlines in hair.

PE Kit

- **T-shirt** – Navy
- **Shorts** – Black, navy or grey
- **Trainers** – A dark colour
- **Tracksuit** (cold weather) – Plain black, grey or navy

Reception children do not need PE kit until told

Plain hairbands and clips

All school uniform, including all items of PE kit and coats, **MUST** be named.

Shoes

Children at NKS need 2 pairs of dark-coloured trainers. 1 pair for outside (for play, travel to and from school, and PE) and another pair for inside (to be kept in school). Both pairs **MUST** be named.

This year we made the move to children wearing trainers every day. We made this decision in collaboration with our parents and governing board to promote physical activity, foot health and reduce the number of shoes parents have to purchase. This decision has been endorsed by the North Oxfordshire School Sports Partnership (NOSSP). To see our full reasoning, please read the newsletter articles in Appendix A.

A very few parents have expressed a desire to keep traditional school shoes. While we would prefer all children to be in trainers, we will permit school shoes as long as they fully cover the foot and enable the child to be as physically active as they would be in trainers.

4.2 Where to purchase uniform

North Kidlington School branded school uniform can be purchased from Macpac:
<https://www.mapac.com/education/parents/uniform/northkidlingtonschoolx52da>

You do not need to buy branded uniform though and there are many places where you can buy clothes that meet the above requirements. This includes (but is not limited to): Our local Sainsbury's, Amazon, Primark, Next, M&S.

Secondhand uniform can be bought from Helen and Douglas House on Kidlington High Street and our PTA, FoNKS, occasionally puts on second-hand uniform sales.

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 the office staff/headteacher 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 are also expected to contact office staff/headteacher 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 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 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 a senior member of staff.

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. Families in receipt of Free School Meals may request for some support with school uniform via the school office.

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 the headteacher. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

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

Newsletter Article on 14th July 2023:

Uniform from September

On the back of our school footwear survey and our recent quick poll on tramlines in hair, the governors and I have agreed a couple of tweaks to our school uniform policy.

From September:

Children will no longer use plimsolls or traditional school shoes in school.

Instead children will have **2 pairs of predominately navy blue or black trainers**. One pair for indoors and one pair for outdoors.

As you know our site gets very muddy and children often sit on the carpet in school and so 2 pairs are essential!

Why we are moving away from Plimsolls at NKS?

Plimsolls provide very little support for children's feet. They have a thin rubber sole, no adjustable fastenings and loosely woven fabric, all these factors reduce the effective fit of plimsolls. They also tend to fall apart relatively quickly (soles coming off, Velcro fastenings failing to grip), which can cause a trip hazard. If the plimsolls do become loose on their feet it can encourage a child to curl their toes (claw toes) to keep them on, this can be detrimental to foot development.

Finally moving away from plimsolls will mean families only need to supply two pairs of school trainers. One pair for indoor use and one pair for outdoor use.

From looking online, there are many places you can buy navy or black trainers very cheaply (much cheaper than school shoes). However, we recognise that it is very hard to get all navy or black. We ask that the shoe is mainly Navy or black. On the next page you will see some examples of suitable shoes.

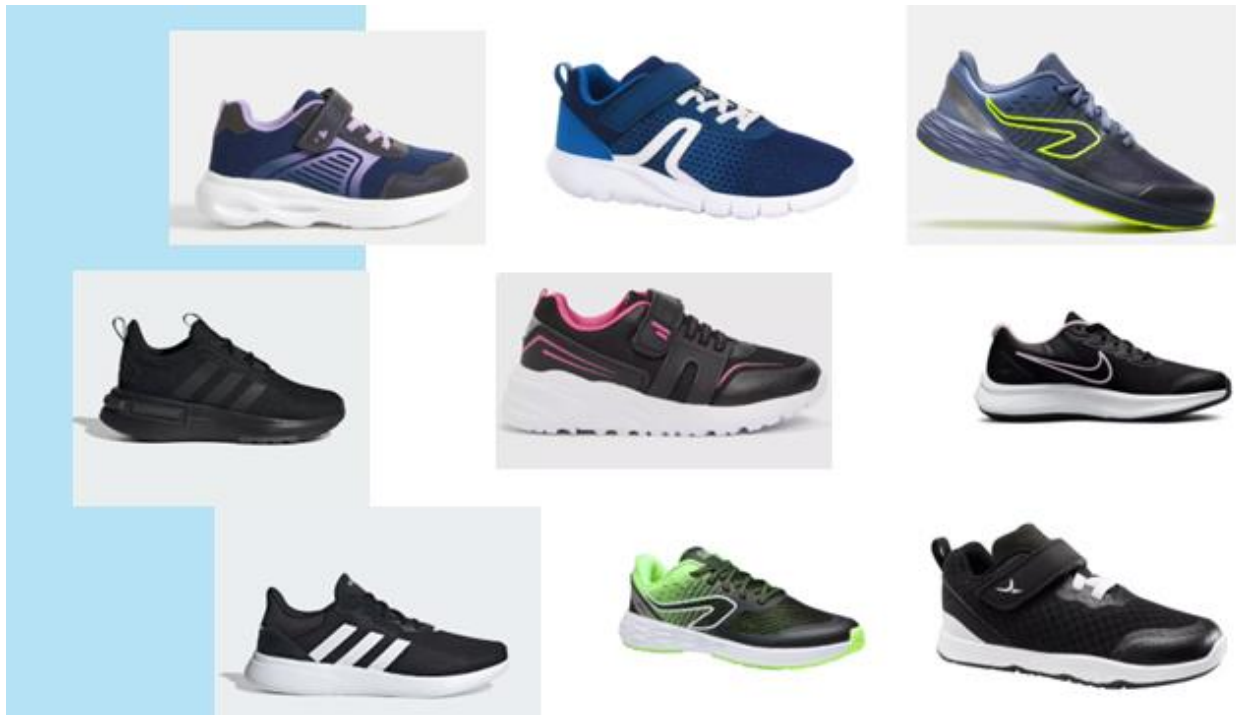
Looking smart

In our recent survey, the majority of you stated that you think children should look smart in school. We agree! Recognising that we dress and speak differently for different situations is part of learning to be an adult and vital for future employment opportunities. I think our appearance at NKS has slipped since COVID, so from September we will be ensuring children are appropriately dressed for school.

- We are going to carry on asking for parents not to put tramlines in their children's hair.
- We are going to ask **all children** with hair longer than shoulder length to tie it back.
- All earrings should be SMALL studs and children should be able to remove them for PE.
If they can't, they need to be taped.

I will create a useful posser in the coming days, but hopefully this will help you to prepare for September. Moreover, we recognise that your child/ren may not have grown out of their existing shoes by September. We will have a 4-month crossover period for families where that is the case. No exceptions from January.

Here are some examples of trainers that will meet the North Kidlington Schools uniform requirements.



Below are a few suggestions of shops where you can find predominantly black or navy trainers:

[Decathlon](#)
[Sports Direct](#)
[Marks and Spencer](#)
[Clarks](#)

Thank you for working with us to ensure we are giving our children the best start in life,

Emilie Fidler

14-7-23

Uniform

As I hope you read in [last week's newsletter](#), we are making some changes to our school uniform policy from September. A couple of people have emailed to request keeping school shoes as they are smarter than trainers and we have said we want to smarten up. While this may appear contradictory, at NKS we really believe physical activity is as important as academic activity and we want all of our children to be able to join in all activities equally. With the Wild Garden opened up and the increasing evidence that girl's shoes inhibit physical activity/development, we feel trainers all the time are the way forward. To keep our children looking as smart as possible, we have asked for predominantly navy or black.

As I know children may still fit their school shoes in September, we will have a crossover period of 3 months until January 2024. Then we expect all children to have 2 pairs of mainly navy blue or black trainers: one for inside and one for outside.

I hope that clears up any questions. If not, I am happy to chat this through with you.