



# THE WINDMILLS JUNIOR SCHOOL

## School Uniform and Appearance Policy

Issued: July 2024

Next Review Date: July 2027

### Aim

The Windmills Junior School has a uniform in order to ensure that all children are seen and treated as equals. The word uniform (from a combination of two Latin words, unus and forma) means "one form" and it is this unity that we wish to develop and celebrate within our school. It is important that our pupils feel a sense of belonging to our school, to feel equal to their peers and confident in their appearance. We believe that the adoption of a school uniform supports this aim.

Our uniform is reasonably priced, that is deliberately non-branded, to ensure a level playing field where children are not competing to wear the latest fashionable clothes or to feel the need to have the 'in thing'. This ensures that we are doing our best to ensure that we do not reinforce inequalities. The purpose of a uniform is to reduce this pressure and to create a feeling of unity.

### Scope

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 (as required)

On PE days, pupils are asked to come into school in their PE kit as this means that their PE lessons are spent being physically active rather than getting changed. We do not have changing rooms and pupils, especially in the upper school, feel uncomfortable getting changed in front of their peers.

### 1. Principles

The DFE strongly encourages schools to adopt a uniform as it can play a key role in:

- promoting the ethos of a school
- providing a sense of belonging and identity
- setting an appropriate tone for education

At The Windmills Junior School we believe that wearing a smart and practical uniform allows all pupils, regardless of their backgrounds, to feel equal to their peers and confident in their appearance. Our key reasons for having a uniform are:

#### 1. To promote equality and unity

Our uniform promotes a sense of equality among students, as everyone is dressed in the same attire. By removing distinctions based on clothing, uniforms help create a more inclusive and cohesive environment. It reduces the focus on socio-economic differences and fashion trends, fostering a sense of unity and belonging among students.

## **2. It reduces peer pressure and bullying**

Uniforms help to reduce peer pressure and bullying related to clothing choices. Students are less likely to be judged on their fashion preferences or socio-economic backgrounds when everyone is dressed uniformly. This contributes to a more inclusive and supportive school environment.

## **3. School identity and pride**

Uniforms enable us to feel connected to others, fostering a sense of pride and identity among students. Wearing the school uniform can create a sense of belonging and promote a positive school spirit.

## **4. Professionalism and preparation**

By wearing uniforms, students develop a sense of responsibility, self-discipline, and adherence to rules and standards, which are key in later in life.

## **2. Our 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, disability 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 (although we 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 the Headteacher who can answer questions about the policy and respond to any requests

## **3. Our uniform**

In order to maintain a strong sense of identity and belonging within our school, we require all pupils to wear school uniform consisting of:

- Maroon sweatshirt or cardigan (with or without The Windmills Junior School logo)
- White shirt, blouse or polo-shirt (with or without The Windmills Junior School logo)
- Grey or black long/ short trousers (no jeans or leggings), skirt or pinafore
- Plain grey, white or black socks or tights
- Summer dress - pink/red gingham (optional).
- Low-heeled, sensible black school shoes or trainers with no coloured logos or stripes
- In warmer weather pupils may wear sandals. These need to be as sturdy as possible to protect your child's feet as they run around at playtime and of a neutral colour,

preferably black but white or brown would be acceptable. If your child has open toed sandals, we would recommend socks are worn, however the decision on wearing socks is at the discretion of parents, giving particular thought to possible safety issues when pupils are on the playground.

### **PE uniform**

- Maroon or white T-shirt (with or without The Windmills Junior School logo)
- Maroon sweatshirt (with or without The Windmills Junior School logo)
- Black (or navy) shorts
- Black plain leggings or track suit bottoms may be worn in cooler weather
- Trainers (plain black or white - no coloured logos or stripes or soles)
- Football boots may be appropriate for football clubs but are not needed at other times.

### **All clothing should be named**

**Aprons:** All pupils require some sort of apron to protect their clothes during messy activities. An old shirt is suitable, but if it is of adult size the sleeves should be shortened. Today's high pigment paints do not readily wash out.

### **Appearance:**

- Hair should be neat and tidy with no extremes of style. Hair longer than shoulder length should be tied back at all times.
- Religious head scarves - should be plain, not patterned and in neutral or school colours (maroon, white, grey, black).
- Alice bands, hair bands, bows and hair clips should be plain and unobtrusive with no embellishments.
- No jewellery (except faith jewellery). Small ear studs may be worn in pierced ears (no hoops or dangly earrings) and must be removed for PE, or taped (you must provide suitable tape).
- Watches may be worn and we encourage children to have analogue watches. Smart watches must NOT have access the internet or this MUST be turned off during the school using parental controls. Please note that the school is unable to take responsibility for any watches that are lost or damaged.
- No make-up or nail varnish.

## **4. Outdoor Learning/ Forest School**

To ensure pupils are sufficiently protected from the weather and the outdoor environment, we require pupils to wear appropriate clothing and footwear. Clothing will get muddy so old home clothes are best. The key requirement is to have **long sleeves** and **long hardwearing trousers (NOT thin LEGGINGS or SHORTS)** in both winter and summer. This is important in the summer and winter to protect from insect bites, sun burn, stinging nettles and thorns.

Pupils will need **2 pairs of shoes** – one to wear outside that can get muddy and wet and one to change into when they come back into class.

<b>Winter clothing</b> The general rule is to wear <b>lots of layers</b> which keep in the heat and can be removed if needed	<b>Summer/ hot weather clothing</b>
<ul style="list-style-type: none"> <li>• Warm hat</li> <li>• Gloves (not mittens) to keep warm</li> <li>• robust gardening gloves if you have them (the school will provide enough for each pupil)</li> <li>• Vest</li> <li>• Long sleeved t-shirt/shirt</li> <li>• Jumper/fleece</li> <li>• Waterproof coat</li> <li>• Waterproof trousers</li> <li>• Wellies with warm socks/walking boots</li> <li>• Thermal underwear</li> <li>• 2 pairs of shoes – outside and inside</li> </ul>	<ul style="list-style-type: none"> <li>• Sun hat</li> <li>• Sun cream applied before session</li> <li>• Light long-sleeved top</li> <li>• Light long trousers</li> <li>• Waterproof coat (you can still get cold in the summer)</li> <li>• Wellies or enclosed shoes/boots (no sandals)</li> <li>• Insect repellent</li> <li>• robust gardening gloves if you have them (the school will provide enough for each pupil)</li> <li>• 2 pairs of shoes – outside and inside</li> </ul>

## **5. Purchasing 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. No school uniform should be so expensive as to leave pupils or their families feeling unable to apply to or attend a school of their choice due to the cost of the uniform.

We understand that items with distinctive characteristics (such as those with a school logo) 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. With this in mind, uniform items available with our school logo on are entirely optional.

We will make sure our uniform;

- is available at a reasonable cost,
- from a range of retailers and,
- provides the best value for money for parents/carers.

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary and limiting them where possible
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents to acquire second hand uniform
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

Uniform, with the school logo on, can be purchased from Broadbridges in Burgess Hill. You can buy online or visit the shop in person. [www.broadbridges.co.uk/91-the-windmills-junior-school](http://www.broadbridges.co.uk/91-the-windmills-junior-school)

Or through My Clothing website: [www.myclothing.com/collections/the-windmills-junior-school-8129](http://www.myclothing.com/collections/the-windmills-junior-school-8129)

All other items and non 'Windmills' logo uniform can be purchased from other high street retailers and large supermarkets as long as it is the correct colour.

Our parent teacher association; 'Friends of Windmills School' (FOWS) collect and sell second hand uniform. Please contact the school office to request information about second hand items of uniform.

## **6. Exceptions**

We are sensitive to the needs of different cultures, races and religions and will act reasonably to respect variations to our school uniform if they are directly related to established religious or cultural traditions.

Where the school has a good reason for restricting an individual's freedoms – for example, the promotion of cohesion and good order in the school, or genuine health and safety or security considerations - the restriction of an individual's rights to manifest their religion or belief may be justified.

We will also make reasonable adjustments to the uniform requirements for pupils with a disability or with particular sensory needs or other aspects of SEND support. Please contact the Inclusion Manager in the first instance if you wish to discuss this.

Any variation will be dealt with on an individual basis and judgements will remain at the discretion of the Head Teacher and the Governing Body.

## **2. Exception for birthdays**

Pupils may wear their own clothes to school on their birthday (or a school day close to their birthday if this falls at the weekend or over a holiday). This means staff and pupils will recognise that it is their special day and have the opportunity to wish them a Happy Birthday. We appreciate some pupils will prefer to wear their uniform and this is of course fine as well.

## **7. Non-compliance**

In the event that a pupil attends school wearing an inappropriate item of clothing/ footwear, parents/carers will be contacted and they will be asked to bring in more suitable uniform/clothing if appropriate.

On other occasions, for example, if a pupil is wearing inappropriate footwear, teaching and/or support staff will inform parents/carers by telephone or in-person. If a pupil requires an item of uniform for a specific activity and no spare clothing is available in school, for example, PE or Forest School, parents/carers may be asked to bring the item into school.

Individual family circumstances will be considered in the event that a pupil is not wearing the correct uniform and 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.

## **8. Complaints and challenges**

The school endeavours to resolve all uniform and appearance complaints and challenges locally and informally, in accordance with the school's Complaints Policy. Please contact the office and ask to arrange a meeting to speak to a senior leader about your concerns. If these are then not resolved you should refer to the Complaints Policy. When a complaint is received, the school will work with parents/carers to arrive at a mutually acceptable outcome.

## 9. Roles in monitoring

### **Parents and carers must ensure:**

- Their child has the correct uniform every day unless there are special circumstances such as Outdoor Learning/ Forest School or approved non-uniform days authorised by the Headteacher.
- Their child is wearing the correct PE kit on PE days
- Every item is:
  - Clean
  - Clearly labelled with the child's name
  - In good condition
- That they contact the Headteacher if their child requires an exemption to the Uniform Policy

### **Pupils are responsible for:**

- Respecting why the school uniform is important to the school e.g. to develop a sense of belonging
- Wearing the correct uniform at all times, unless the Headteacher has granted an exemption
- Looking after their uniform

### **Staff are responsible for:**

- Ensuring that pupils understand why having a consistent and practical school uniform is important e.g. to establish school identity
- Ensuring that pupils dress in accordance with this policy at all times
- Taking appropriate action when pupils are in breach of this policy
- Informing the Headteacher of persistent breaches of the School Uniform and Appearance Policy
- Raising any concerns

### **The Headteacher is responsible for:**

- Enforcing the school's uniform on a day-to-day basis
- Ensuring that school staff understand this policy and know what to do if a pupil is in breach of the policy
- Listening to the opinions and wishes of the school community regarding the school's uniform and making appropriate recommendations to the governing body
- Providing pupils with exemptions as appropriate e.g. for religious reasons

### **The governing body is responsible for:**

- Reviewing this policy and making sure that it;
  - is appropriate for our school's context
  - is implemented fairly and with sensitivity across the school
  - takes into account the views of parents and pupils
  - offers a uniform that is appropriate, practical and safe for all pupils
- Supporting the Headteacher in implementing the School Uniform and Appearance Policy
- Ensuring that the school uniform meets all regulations concerning equal opportunities
- Ensuring that the school's uniform is accessible and affordable

This policy will be reviewed every 3 years by the governing body.