

Author: Hawthorn Tree School
Date approved by Governors: January 2019
Date for review: September 2019

Principle

Our policy is that all children should wear clothing that is in keeping with a purposeful learning ethos. We also believe that certain school activities are facilitated by specialised and appropriate clothing (including organised events outside normal school hours).

Aims

Our policy is based on the belief that a school uniform:

- promotes a sense of pride in the school
- engenders a feeling of belonging
- is practical and distinctive
- identifies the children with the school
- is not distracting in class (as fashion clothing might be)
- makes children feel equal to one another in terms of appearance
- reflects the sense both of community and of diversity that the school takes pride in
- is regarded as suitable, and good value for money, by most parents

All children (Reception – Year 6) need:

The expected and required uniform for January 2019 and beyond are;

- Black shoes, black trainer shoes (these must be non-flashing and black in colour) or black closed toed shoes (sandals and heels not permitted),
- **Ankle boots, mid-calf boots and knee boots are not permitted (from September 2019 onwards),**
- Black or grey trousers, shorts, skirt or Pinafore dress,
- Red and white checked dress with white socks
- White polo shirt (Hawthorn Tree School logoed or plain is acceptable),
- Red cardigan (Hawthorn Tree School logoed or plain is acceptable),
- Red sweatshirt or red jumper (Hawthorn Tree School logoed or plain is acceptable),

Fleeces need to be red and can be school logoed or plain. A regular plain coat is perfectly acceptable.

Coloured or multi-coloured socks, tights or shoes/trainer shoes are not permitted.

PE Kit

Our PE policy states; “We expect pupils to change for PE into the agreed clothing for each activity area. The governing body expects the teachers to set a good example by wearing appropriate clothing when teaching PE. The policy of the governing body is that no jewellery is to be worn for any physical activity”.

Appropriate clothing for PE is as follows;

- Trainers for outdoor activities
- Bare feet for indoor activities unless trainers are advised by the teacher due to the nature of the activity being undertaken.
- White T-shirt,
- Black shorts

- PE Bag (a carrier bag is not policy, logoed gym bags are available from the Nationwide School Uniforms and/or Oldrids)
- Tracksuit in cold weather; Sport/jogging bottoms, sweatshirt/jersey
- Swimming Kit for girls; one piece swimsuit, hat (optional), towel, swim bag.
- Swimming Kit for boys; trunks or swim shorts (must be above the knee), towel, swim bag

PE kit must be in school, every day. Sanctions of no PE Kit;

- First occurrence - Reminder and warning by the Class Teacher. Pupil is given spare kit so they can take part. Parent is reminded during pupil collection at the end of the day.
- Second occurrence - Reminder and warning by the Class Teacher. Pupil is given spare kit so they can take part, letter is sent home from the Head Teacher (Appendix X).
- Third occurrence - Pupil is given spare kit so they can take part, pupil will spend 5 minutes of their break in school and parents invited in to discuss the ongoing issue with a member of the Senior Leadership Team or the Head teacher.

For additional reference, please visit Appendix A – FAQ's from the Association for Physical Education (AfPE) Health and Safety guidance.

Jewellery, Headwear and Hairstyling

On health and safety grounds, we do not allow children to wear jewellery to school (except for small studs and watches). We do not allow headwear to be worn during class time or inside school buildings, except for religious or medical reasons. Earrings should be removed for all physical activity however, if your child is unable to remove studs by themselves, these should be taped before school by a parent/carer/guardian. Earrings are pupil's responsibility if removed for physical activity.

All clothing should be clearly labelled with your child's name. This is especially important, as uniform items look similar and can easily be confused for another child's. The school cannot accept responsibility for any lost items.

The school does not permit children to have extreme haircuts or hair colours that could serve as a distraction to other children and are not in keeping with the ethos of the school. This includes patterns shaved into the hair, excessive use of hair products and hair extensions. The definition of an extreme hairstyle is at the discretion of the Head teacher.

Additionally, large bows designed to hold hair in a ponytail design, headbands with additional cat ears, unicorn horns or other non-essential designs are not permitted, as these are not only a distraction but can also impede pupils view of the whiteboard.

Make up and nail varnish is also strictly prohibited and will also be monitored by staff.

Role of the Class Teachers and Support Staff

- Set a good example in terms of dress. This should be professional with no jeans/denim allowed. Staff should also dress appropriately for PE, whether this be indoor or outdoor.
- Remember that in our respective roles we serve the local community as a set of professionals.
- To remind children to wear school uniform. The class teacher will speak to children who do not wear the correct uniform. If they still are not wearing the uniform they are to be referred to the Head teacher or member of the Senior Leadership Team.

Role of the Head teacher and Senior Leadership Team (SLT)

- The Head teacher and SLT are to ensure that pupils comply with the uniform policy agreed by the governing body.

- The Head teacher has a duty to enforce the school uniform throughout the school community, as part of the duty within maintenance of day to day discipline in the school.
- The Head teacher or members of the SLT will speak to the parents of children who persistently do not wear the correct uniform and inform parents via letter that their child(ren) have not adhered to school policy.
- The school will follow the DfE guidelines and not consider exclusion from the school where a pupil fails to comply with the school's rules on uniform.

Role of the Parents, Carers and/or Guardians

- To ensure that their child / children adhere to the school's uniform policy.
- To ensure that they come to school in uniform everyday unless there are special circumstances such as non-uniform days.
- To ensure that all uniform is labelled correctly and clearly.

Equality

All children have equal access to wearing school uniform. As a school, we recognise the protected characteristics as set out in the Equality Act (2010);

- disability;
- gender reassignment;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.
- Age.

We ensure that the set uniform respects other policies such as Equalities and allows for individual sets of circumstances of all groups and individuals. Hawthorn Tree School is committed to creating a positive climate that will enable everyone to work free from racial intimidation and harassment and to achieve their full potential

UNICEF

As a UNICEF Rights respecting school, this Hawthorn Tree Policy recognises the following articles: 2, 3, 4, 5, 7, 8, 12, 13, 14, 15, 16, 17, 19, 24, 28, 29, 30, 31, 39, 42. Please visit <https://www.unicef.org/rightsite/files/uncrcchildfriendlylanguage.pdf> for more detail.

Appendix A - FAQ's from the Association for Physical Education (AfPE) Health and Safety guidance.

Question	Answer	Reference in Safe Practice 2012
<p>1. What footwear is most appropriate for taking part in physical education?</p>	<p>Pupils should preferably be in bare feet if it is safe to do so when participating in dance or gymnastics though there are many forms of dance and some styles may require footwear. If the dance style is high impact, the footwear should have support to prevent injury. Some floor surfaces may not be conducive to barefoot work. Any footwear worn should be appropriate for the activity, in good repair, close fitting and provide secure footing. Pupils and staff should check the floor prior to the activity to ensure it is safe and suitable.</p>	<p>2.3.19 - 2.3.28 3.5.49- 3.5.57 5.7.12</p>
<p>2. Is it appropriate to have pupils wearing mixed footwear in games activities, e.g. some with boots and studs and others in trainers or plimsolls?</p>	<p>When working inside or out, the footwear should be appropriate for the activity being undertaken and the condition and nature of the playing surface. If a grassed area is wet, staff should give careful consideration to the organisation of the activity, particularly if the pupils wear a range of footwear. Care should be taken to ensure any footwear is close fitting, fit for purpose and provide secure footing. Particularly in competitive situations, similar types of footwear should be worn.</p> <p>If a variety of footwear is worn by pupils the activity or groupings may need to be adjusted after assessing the risk. For example, where some pupils wear studded boots then it may be necessary to condition the game to eliminate tackling or preferably ensure that the groups wearing studs are separated from non-boot groups. Where studded boots are worn it is advisable that pupils wear shin pads.</p>	<p>2.3.19- 2.3.28 3.5.49- 3.5.57 3.5.66- 3.5.81</p>
<p>3. Can pupils participate in PE if they wear Jewellery?</p>	<p>The basic rule is that all jewellery should be removed as this then removes that particular hazard. Where an item of Jewellery cannot be removed then it is the adult teaching the group's responsibility to try to establish a safe situation to enable participation by considering how, or if, the context can be made safe by amending the task, conditioning the activity or creating some other management strategy to make participation safe. Where safe participation cannot be assured then the pupil cannot take part in that element of the lesson. It is good practice to regularly ask if anyone is wearing body Jewellery. If they disclose this then the process of removal or considering whether safe participation can be made possible should apply. If there is no disclosure but some body piercing is seen during the session then from that point the process above needs to be applied – remove, make safe or take no further participation in aspects of the session that would put the wearer or others at risk.</p> <p>Pupils should remove their own Jewellery. This should be made clear to parents and carers. If the child is unable to do this themselves they should not wear any. School policy should explain</p>	<p>2.3.49- 2.3.55 3.5.58- 3.5.65</p>

		this to parents from the outset.	
4.	How accountable is the teacher if pupils have been asked to do something like remove jewellery and despite checks from the teacher they either don't remove it or put it back on?	Procedures should be in place to ensure the removal of jewellery prior to activity taking place. Staff should, in addition, visually monitor the group to make sure Jewellery has been removed. The member of staff is accountable for the safety of the pupils and thus school policy and safety procedures need to be enforced by not allowing the offending pupil to continue participating. Where pupils persist in ignoring what is school policy then the system for school sanctions should be initiated.	2.3.49- 2.3.55 3.5.58- 3.6.65
5.	Is it necessary to cover a verruca in PE?	Verrucas are caused by a viral infection. Many young people get a verruca at some point in their lives and are more likely to get them than adults. They are often caught from public changing rooms and swimming pools. Getting verrucas has nothing to do with poor hygiene. Children with immune system problems may have an increased risk. The virus is found throughout the environment and is infectious. Most disappear without treatment after a few months or years - 20 per cent of growths disappear within three months. By the time the verruca appears the infectious period has passed so it is too late to seek protection, though one can still benefit from treatment if it is painful. However covering the verruca with a waterproof plaster or rubber sock for swimming can help alleviate parental complaint or concern.	A health issue – not addressed in SP 2012
6.	Are goggles appropriate for school swimming lessons?	Goggles are not normally recommended for normal swimming lessons, or where swimmers have poor control in the water. The adult's attention can be distracted by constantly having to help children adjust goggles etc, and limbs that are not controlled can often knock faces and goggles in crowded swimming conditions. Equally, the pupil's attention can be compromised by the need to adjust and replace goggles. However assuming that water balance is correct, it is reasonable to expect that when delivering a lesson where children spend a considerable amount of time under the water, or with their face in the water, such as when training for competitive swimming, that they may wear goggles if approved by the adult in charge. The adult with the group is responsible for determining whether any pupil wearing goggles is using them safely and for a positive purpose. If they are not then the goggles should be removed Pupils with special eye conditions may also need to be allowed to wear goggles. There may be particular situations, such as in hydrotherapy pools where the higher temperature may affect chemical balance and cause more eye irritation but this should be managed through water treatment strategies rather than recourse to goggles.	3.5.82- 3.5.91

		<p>Any deviation from the guidelines should be noted in the risk assessment for the activity. Knowledge about individual children's needs remains critical in determining the wearing of goggles</p> <p>Risk management should include the teaching of pupils to put on and take off goggles safely.</p> <p>Take an informed sensible approach, acknowledge that you are aware of the guidelines, and ensure that your children enjoy the experience.</p>	
--	--	---	--

