



BAWB Federation UNIFORM Policy

Equality Impact Assessment

At The BAWB Federation we work hard to ensure that the culture and ethos are such that, whatever the abilities and needs of members of the school community, everyone is equally valued and people treat one another with respect. Our schools provide pupils and staff with the opportunity to experience, understand and value diversity.

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, gender, gender-identity, race, colour, ethnic origin, family commitments, marital status, sexual orientation, pregnancy or maternity, disability, or religious beliefs.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

Rationale

At The BAWB Federation we believe that a school uniform fosters a sense of identity, belonging and pride; celebrating the unique nature of our federation. Our uniform sets a high standard of appearance for all, whilst clothing pupils in practical, cost-effective school wear, made using ethical production methods.

Aims

- To set a high standard of presentation for pupils at school
- To make clear to the whole school community the expectation of uniform at The BAWB Federation
- To promote a sense of pride in the federation
- To have a positive impact on behaviour and attitudes in school
- To develop a sense of community and belonging to the federation

Implementation of the Policy

We believe that a school uniform ensures that:

- everybody is dressed in practical clothing and looks smart
- children feel equal to others in terms of appearance
- clothing is not distracting in class (as fashion clothes and hairstyles can be) and it is suitable for school
- parents get good value for money
- clothing is designed with health and safety in mind
- children are identified with our federation when taking part in out of school educational activities and visits

School Uniform in Practice

At The BAWB Federation we try to encourage our children to take responsibility for their own appearance, to look clean, smart and tidy at all times. It is the responsibility of parents to ensure their child is properly attired for school. Members of the school staff have responsibility for promoting the school's uniform policy by reminding children about the rules relating to appropriate dress.

If a problem arises, the headteacher or base-leader will contact parents in the first instance and we anticipate that all parents will fully support the uniform policy.



Our Uniform

School Uniform:

- Black or dark-grey trousers, shorts, skirts or pinafore dresses. Please ensure that skirts are of a sensible length (i.e. not too short).
- Dark grey sweatshirt or cardigan with logo.
- Royal blue polo shirt with logo.
- Black or white socks.
- Black, dark grey or royal blue tights.
- Black, smart, traditional school-shoes. No trainers, canvas shoes, heels or casual boots (e.g. 'Ugg Boots'), although children may wear smart, black boots in winter months. Open-toed sandals are not appropriate for health and safety reasons.
- Royal blue gingham dresses may be worn in the summer.
- Royal blue book-bag with logo.
- Royal blue drawstring bag or small rucksack (see uniform supplier) for PE kits

We ask that children bring **only their book bag and PE bag** to school as our cloakrooms are very overcrowded if children bring large fashion bags or rucksacks.

PE Uniform:

- Black shorts or tracksuit bottoms.
- Royal blue t-shirt with logo (not a polo shirt).
- Trainers (not pumps, as these are bad for children's feet during physical activity and often slip off).
- Black or white socks
- Individual school hoodies (please note that hoodies are for PE and play only and are not part of the school uniform mentioned above).

Uniform items can be sourced directly from 'School Trends' who will deliver directly to your home address. All clothing, including coats and shoes should be labelled with the child's name.

Jewellery

At The BAWB Federation children may wear one pair of small, plain stud earrings and a wristwatch. No other jewellery should be worn to school.

For health and safety reasons, children are not permitted to wear any earrings or wristwatches during PE or swimming. We request that children planning to have their ears pierced, do so at the beginning of the 6 week summer break to allow time to heal. If children come to school wearing earrings on PE or swimming days they will need to be able to remove them themselves prior to taking part.

Teachers cannot take responsibility for looking after any jewellery which has been removed. Exceptions may be made at the headteacher's discretion (e.g. charity wrist bands)

General Appearance

- Children should not wear nail varnish, make up or any tattoos, including the temporary 'transfer' variety.
- Long hair should be tied back. This is particularly important in order to prevent the spread of head lice and for health and safety reasons.
- Hair accessories such as slides, hair bands, ribbons, and bobbles should be simple and manageable.
- Parents are asked to ensure that children's hair styles are tidy and appropriate for school. Extreme hairstyles, including bright colours, shaved heads, and excessively gelled styles are not appropriate.
- Children should not bring mobile phones to school. If a pupil has need to bring a mobile phone (e.g. for use after school), they should hand it in to the office in the morning where it will be kept safely.



Staff

Although staff are not required to wear a uniform, they are expected to dress in an appropriately smart manner for school. Jeans, trainers and leisure-wear will not be worn to school.

We will ensure that our clothing is sensible and modest. Staff will also ensure that they change into appropriate clothing for PE lessons.

Any questions or concerns regarding this policy should be made to the Headteacher.