



Wise Owl Trust

Uniform Policy

Approved by Principals: September 2022

Due for review: September 2024

Statement of Intent

Wise Owl Trust believes that a consistent uniform policy is vital to promote the ethos of Wise Owl Trust and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances. This policy lays out the measures Wise Owl Trust has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils and is affordable and the best value for money. We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate standard for education.

Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of Wise Owl Trust uniforms'
- DfE (2021) 'Wise Owl Trust Admissions Code'
- DfE (2021) 'Wise Owl Trust uniforms'

This policy operates in conjunction with the following Wise Owl Trust policies:

- Complaints Procedures Policy
- Behaviour Policy

Roles and Responsibilities

The governing body is responsible for:

- Establishing, in consultation with the Principal and Wise Owl Trust community, a practical and smart uniform that accurately reflects Wise Owl Trust's vision and values.
- Ensuring that Wise Owl Trust's uniform is accessible and inclusive and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider Wise Owl Trust community regarding changes to Wise Owl Trust's uniform.
- Ensuring that Wise Owl Trust's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's 'Cost of Wise Owl Trust uniforms' guidance.

The Principal and SLT are responsible for:

- Enforcing Wise Owl Trust's uniform policy on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of Wise Owl Trust community in regard to Wise Owl Trust's uniform and making appropriate recommendations to the Governing Body.

Staff members are responsible for:

- Ensuring that pupils' dress in accordance with this policy at all times.
- Ensuring that pupils understand why having a consistent and practical Wise Owl Trust uniform is important, e.g. Wise Owl Trust identity.

Parents are responsible for:

- Providing their children with the correct Wise Owl Trust uniform as detailed in this policy.
- Informing the Principal if their child requires a more relaxed uniform policy for a period of time, including the reason for this request.
- Ensuring that their child's uniform is clean, presentable and the correct size.
- Clearly labeling their child's uniform.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the Principal has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a Wise Owl Trust uniform is important to Wise Owl Trust, e.g. Wise Owl Trust identity and community.

Cost Principles

- In accordance with the 'Wise Owl Trust Admissions Code', the Principal will ensure that Wise Owl Trust's uniform policy does not discourage parents from applying for a place for their child. On admission date each child is provided with a new branded Wise Owl Trust jumper and a Wise Owl Trust book bag. Children are also provided with a new branded jumper at the start of each academic year.
- Wise Owl Trust will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to Wise Owl Trust uniform.

When evaluating whether costs are reasonable and proportionate, Wise Owl Trust will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at Wise Owl Trust.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and PLAC.
- Wise Owl Trust will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g., shirts and socks, to ensure their child can come to Wise Owl Trust in clean uniform every day.
- Wise Owl Trust keeps branded uniform items to a minimal level that is reasonable for all members of our community. Wise Owl Trust defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where Wise Owl Trust decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible.

- Wise Owl Trust is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.
- Wise Owl Trust will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to Wise Owl Trust uniforms.

Equality Principles

- Wise Owl Trust takes seriously, its legal obligation to avoid discriminating against any protected characteristic unlawfully. Wise Owl Trust aims to ensure that the uniform policy is as inclusive as possible, so that all pupils are supported to access a Wise Owl Trust uniform which is comfortable, suitable for their needs, and reflects who they are.
- Wise Owl Trust will work to ensure that Wise Owl Trust uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.
- Wise Owl Trust will ensure that parents and pupils are consulted over any changes to Wise Owl Trust uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:
 - Are transgender, including non-binary pupils
 - Have SEND and/or sensory needs
 - Are of a religious or cultural background that has dress requirements
- Wise Owl Trust implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'Wise Owl Trust uniform' section of this policy regardless of the legal sex recorded on Wise Owl Trust 's records. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.
- Wise Owl Trust ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. Wise Owl Trust endeavors to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire Wise Owl Trust community.
- Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the principal and governing board, and always in accordance with Wise Owl Trust's Complaints Procedures Policy.
- Wise Owl Trust ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

Complaints and Challenges

- Wise Owl Trust endeavors to resolve all uniform complaints, in accordance with Wise Owl Trust's Complaints Procedures Policy.
- To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.
- When a complaint is received, Wise Owl Trust works with parents to arrive at a mutually acceptable outcome.

- Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

Wise Owl Trust uniform supplier

- Our current Wise Owl Trust uniform supplier is Mapac – please find the details below. Mapac is our main supplier for branded items that parents wish to purchase. All other items can be purchased from local supermarkets.
 - Mapac Group Ltd
6 Mowat Estate
Sandown Road
Watford
WD24 7UZ
- The governing board will ensure that a written contract is in place with the supplier for branded items.
- Wise Owl Trust will retender the uniform contract every five years, whether changes to the uniform are made or not, in line with the Tendering and Procurement Policy. The governing board will be able to demonstrate how uniform is procured at the best value for money. The principal will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.
- Wise Owl Trust does not sign contracts with suppliers before requesting visualisations of proposed uniforms, as well as fabric samples.
- Wise Owl Trust will order new uniforms at the beginning of the Summer term.

Uniform Assistance

- Wise Owl Trust supports vulnerable families in meeting the costs of uniforms. A supply of preloved uniforms is available and offered to parents at no cost, at the end of every term.
- Wise Owl Trust holds preloved uniforms in the school office for parents to access; access to these uniforms is available upon request. Parents are invited to donate their child's uniform when they no longer need it.
- Wise Owl Trust DSL teams work closely with charities including the Wood Street Mission to provide uniform to vulnerable families.

Our Wise Owl Trust Uniform

Wise Owl Trust uniform comprises of:

- Royal blue sweatshirt or cardigan
- White shirt or polo shirt
- Grey skirt/trousers or summer dresses (blue/white check/stripe)
- Sensible black shoes and grey, white or black socks (no flip-flops or open-toe sandals)

Items of clothing, particularly when similar, can easily be misplaced, although teachers do make every effort to remind children about looking after their belongings. We ask that all articles of clothing are labelled with your child's name, including coats and bags. This will enable lost property to be returned more efficiently.

All children will be provided with a free branded jumper and book bag in September.

Ordering

You can order a range of branded uniform items (jumpers, cardigans, fleeces, book bags) with the school logo from: Mapac online at <https://www.mapac.com/> To avoid a delivery cost you can pay and have uniform items delivered to school free of charge (term time only).

Purchasing

Item	Optional or required	Branding	How to acquire	Cost
Royal blue sweatshirt or cardigan with or without logo	Provided	Branded jumper provided No branding required on further jumpers	Provided by the Trust. If more are required they are available from school supplier, Asda, Tesco etc or pre loved from school office.	£9.30— £11.10 From £5 for a twin pack of plain jumpers
White shirt	Required	No branding	Available from Asda, Tesco, Aldi and Sainsbury's	£2.50 -£6.00
Grey trousers or skirt	Required	No branding	Available from Asda, Tesco, Aldi and Sainsbury's	£6.00— £8.00
Sensible, plain black shoes	Required	No branding	Available from Asda, Tesco, Aldi and Sainsbury's	From £14.00
Summer dresses	Optional	No branding	Available from Asda, Tesco, Aldi and Sainsbury's	From £4.50

- High heels are not permitted.
- Black jeans are not permitted.

PE Kits

- PE kits are provided by Wise Owl Trust.
- Parents must provide children with their own swimming kit. Dark / blue is acceptable

Jewellery

Permitted jewellery that can be worn:

- One pair of stud earrings. Children must be able to remove these independently for PE sessions. No other piercings are permitted.
- A smart and sensible wristwatch.

Jewellery is the responsibility of the pupil and not Wise Owl Trust. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

Wise Owl Trust Bag

- Reading bags are given upon admission to Wise Owl Trust.

Hairstyles

- Wise Owl Trust reserves the right to make a judgment on where pupils' hairstyles or hair colours are inappropriate for a school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the opportunity to make a complaint, via Wise Owl Trust's Complaints Procedures Policy.
- Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during practical lessons, e.g., during PE.
- The following hairstyles are not considered appropriate at Wise Owl Trust:
 - Brightly coloured, dyed hair.
 - Excessive hair accessories.

Make-up

Wise Owl Trust rules on make-up are as follows:

- No make-up is permitted.
- False nails and nail extensions are not permitted. Only clear nail varnish may be worn.
- Temporary tattoos are not permitted.
- Pupils wearing excessive make-up will be required to remove it.

Adverse weather

For hot temperatures this includes wearing:

- Loose-fitting and lightweight shirts and dresses with sleeves and collars or covered necklines.
- Tops that cover the shoulder area.
- Plain sun hats.
- Sunglasses with UV protection when outside, where possible.

- Pupils are advised not to wear any jumpers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun, or spare clothing is provided.

For cold temperatures this includes wearing:

- Scarfs, gloves, coats and hats when they are outside.
- Warm jumpers that conform to Wise Owl Trust's uniform policy.
- Trousers, or thick tights with skirts.

Labelling

- All pupils' clothing and footwear is clearly labeled with their name.
- Any lost clothing is taken to the lost property box in the site manager's storage space. All lost property is retained for one month. If not collected in this period, it is available as a preloved uniform to other families.