



*Inspiring All to Excellence*

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**Dosthill Primary Academy**

# **School Uniform Policy**

## Document Control

<b>Document Title</b>	Uniform and Appearance Policy
<b>Effective Date</b>	Summer 2021
<b>Review Date</b>	Summer 2023
<b>Policy Owner</b>	Dosthill Primary Academy
<b>Policy Approver</b>	Local Governing Board

## Version Control

<b>Version</b>	<b>Date</b>	<b>Amended by</b>	<b>Comments</b>
2	Summer 2021	Claire Key	
3	14/06/2023	David Shakeshaft	

<b>Section</b>	<b>Changes Made</b>
Aims	Rewritten entirely
Equality Duty	Rewritten to reflect specific legal duties under the Equality Act 2010
Limiting Costs	New section based on DfE (Department for Education) statutory guidance November 2021 <a href="#">HERE</a>
Expectations for Uniform	Extensive rewrite to full section and subheadings in line with above guidance
Expectations for School Community	New section

## Aims

This policy aims to:

- Set out the Dosthill Primary Academy 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

## 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 or that most reflects their self-identified gender
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair (although we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in the way that is smart for school yet makes them feel most comfortable (although we do not accept tram lines or dyed hair)
- 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 contact the Executive Headteacher who can answer questions about the policy and respond to any requests

## 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 must 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 continue to make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, if this does not compromise quality and durability
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags, and shoes
- 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 different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for inter-school competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the budgetary 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

## Expectations for School Uniform

### Naming Belongings

- It is essential that all items belonging to your child are clearly labelled with their name
- There may be more than one child in school with the same forename – use full names or the initial of your surname
- If you are using recycled uniform, change the name inside (*even if the children are siblings*)

### Our School's Daily Uniform

- Required: grey skirt, pinafore, or trousers
- Required: grey or black socks or tights
- Required: plain black shoes with no logo - canvas shoes, sports trainers, fashion shoes - including boot - etc. are not acceptable
- Required: short or long-sleeved white school shirts (*In Reception, plain white polo shirts are acceptable.*)
- Required\*: Dosthill Primary Academy ties – these have a stripe that matches your child's house colours (*\*Required from Y1 upwards, optional in Reception.*)
- Required: green jumper or cardigan, ideally with the school logo insignia
- Optional: green, black, or white hair bands
- Optional: summer dress with green and white gingham and white socks (*optional in summer*)

- Optional: tailored shorts and plain white, black, or green polo shirts (*optional in summer*)

## Our School's PE (Physical Education) Kit

- Required: plain black or green shorts for indoor PE
- Required: plain coloured T-Shirt (*optional with school logo*) matching your child's house colours (*Plain black or white T-Shirts are also acceptable but heavily branded, slogan-bearing tops are not. This includes Football shirts.*)
- Required: black or white trainers (*that are different from daily school shoes*) for PE activities that require them
- Required: Plain grey, black, or green jogging bottoms (*and tops*) for outdoor PE. (*N.B – whilst school continues the practice of wearing PE kits to school on PE days, shorts may need to be worn under the jogging bottoms*)

## Swimming Kit

- Required: trunks or a swimsuit (*no baggy shorts or costumes are allowed by the pool*)
- Required: swimming hat
- Required: towel

## Coats and Outdoor Clothing

- Required: a warm, waterproof coat (*or fleece and coat combination*) for the winter – *ideally, something that can easily be hung on a coat peg.*
- Required: wellington boots, hats (*winter and summer*), scarves, gloves etc.

## Jewellery

- If children have pierced ears, one pair of discreet/small studs may be worn (*these should be removed or taped for PE lessons and removed for swimming lessons*)

## Other Optional Products with School Logo Available from Named Suppliers:

- Optional: Book bags
- Optional: document cases
- Optional: House colour t-shirt for PE with logo - six house colours available
- Optional: Fleece with logo
- Optional: Coat with logo

## Where to Purchase:

- Parents can obtain simple uniform from most high-street retailers e.g., Asda, Marks and Spencer, Tesco, Sainsburys, Next, Primark, etc.
- Suppliers of school logo items and other items are:
  - [S K School Uniforms](#)
  - [W B Schoolwear](#)
- The school office can also supply ties
- The school office also has a selection of quality second-hand uniforms which have been donated by parents.

## Expectations for School Community

### Pupils:

- Always wear the correct uniform (*other than on specified non-uniform days*) when:
  - on school premises
  - travelling to and from school
  - at out-of-school events or on trips (*unless otherwise stated*)
- Contact the Executive Headteacher (*in person or via school council*) to request any amendments to the uniform policy in relation to their protected characteristics

### Parents:

- Ensure children have the correct uniform and PE kit according to their timetables and that each item is:
  - clean
  - clearly labelled with the child's name
  - in good condition
- Contact the Executive Headteacher to request any amendments to the uniform policy in relation to their child's protected characteristics or to the cost of uniform
- Lodge any complaints or objections relating to the school uniform policy in a timely and reasonable manner (*see School Complaints Policy*)

### Staff:

- Monitor pupils to ensure they wear the correct uniform
- Contact parents when breaches of the uniform policy occur
- Refer issues to the Executive Headteacher if they cannot be resolved
- Persistent and deliberate breaches of the uniform policy will be dealt with by the Executive Headteacher (*also see Behaviour Policy*)

- All staff will always consider whether financial difficulties (*or other unavoidable circumstances*) have played a part in breaches of the uniform policy before taking any action

Governors:

- Review this policy, ensuring it:
  - is appropriate for our school's context
  - is implemented fairly across the school
  - considers the views of parents and pupils
  - offers a uniform that is appropriate, practical, and safe for all pupils

*The Local Governing 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 if appropriate.*

## Monitoring

This policy will be reviewed annually by the Executive Headteacher. At every review, it will be approved by the full Local Governing Board.

## Links to Other Policies

- Equality Information and Objectives Statement
- Behaviour Policy
- Anti-bullying Policy
- Complaints Policy