

School Uniform Policy

Dormers Wells Infant and Junior School



Believe Aspire Flourish

**Diversity, Opportunity, Resilience, Moral values, Excellence, Respect,
Self-Belief**

Last reviewed, ratified and adopted by Full Governing Body	December 2022
Next review due by	December 2025

This policy will be reviewed every 3 years.

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1. Aims

This policy aims to:

- Set out our 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

2. 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 (though we reserve the right to 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 **Rabia Cornelius, Pupil & Family Worker**, who can answer questions about the policy and respond to any requests.

3. 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 have to 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 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 any items with distinctive characteristics where possible, for example, only the jumper or cardigan features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as the option of a plain white-shirt for PE, as long as this doesn't 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 leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool 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 financial 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

4. Expectations for school uniform

4.1 Our school's uniform

- Purple sweatshirt or cardigan (with the school logo)
- White polo shirt
- Black trousers (black jogging bottoms can be worn in Nursery)
- Black skirt
- Black socks or tights
- Purple and white checked dress in Summer term
- Head coverings worn for religious or cultural reasons should be plain black, white or purple headscarf (no longer than shoulder length) or patka.

Black jeans and leggings are not permitted in day-to-day uniform. All items of clothing, bags and footwear must be labelled with the pupil's name. Some children choose to wear shorts or leggings under their skirt or dress, long sleeve tops under polo shirts for modesty.

Expectations for shoes, bags and coats

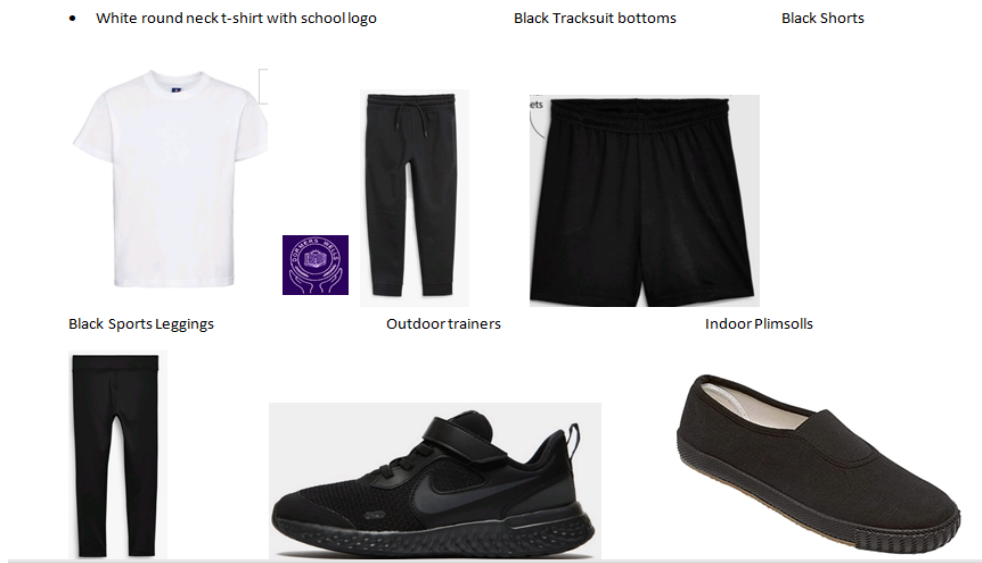
- Black flat shoes (not trainers or open toed sandals or high heels)
- A school bag or book bag (with or without logo). Rucksacks and books bags with the school logo can be purchased from the supplier but are not compulsory.
- A warm coat or jacket

Expectations for PE and swimming kit

PE kit:

- Plain white T-shirt (with or without logo)
- Black shorts
- Black jogging bottoms (outdoor PE/winter months)
- Black trainers (for outdoor PE)
- Black plimsolls (for indoor PE) or bare feet

On the day/s of their PE lessons, pupils are expected to wear their PE kit to school and are permitted to wear it all day.



Swimming kit:

- Swimming costume (no bikinis or tankinis)
- Costumes that cover the body more fully (burkinis) may be worn for religious reasons.
- Swimming trunks; short like trunks are permitted only (no long or loose-fitting shorts)
- Bath sized towel
- Swimming cap

For health and safety reasons, the children are requested to wear swimming caps and ensure swimming costumes are fitted and not loose on the body. As in PE, jewellery should be removed.

Expectations for jewellery and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010):

Jewellery:

For health and safety reasons and the potential risk of loss, the school discourages the wearing of any jewellery for pupils.

- The school will authorise the wearing of one small stud in each ear, a wrist watch (not smart watch) or any appropriate religious adornment, that does not compromise the health safety of pupils.
- For PE, ear stud/s must be removed or covered with medical tape if the piercings are new (6 weeks). The parent/carer must cover the new piercings before their child arrives at school and we encourage new piercings are done at the start of the Summer holidays.
- Staff will NOT assist any pupil in the removal, or replacement of jewellery prior to, or following, a physical education lesson or out of hours' activity, but will support taping.
- If pupils are unable to remove jewellery or apply tape, they will not be permitted to take part in the lesson or activity, as they may endanger themselves and others. It is not acceptable for pupils to miss PE, as these form part of the National Curriculum.

Hairstyles:

- Hairstyles should be not be offensive, e.g., racist, homophobic, or promote ideologies and brands.
- Long hair should be tied up. This is to avoid health and safety risks and ensure that children's vision is not impeded.
- Large, excessive hair accessories should not be worn; however, small hair clips or plain headbands, (preferably black, white or purple) are acceptable.
- Chemically dyed hair is not permitted.
- The Head Teacher will take each individual pupil's scenario into consideration. At the Head Teacher's discretion, there may be exceptions to the above in extreme circumstances e.g. a pupil may be permitted to cover their hair if they have hair loss / illness etc.

Make-Up:

- Children are not allowed to wear make-up including nail varnish, false nails and nail extensions.
- Pupils wearing make-up are required to remove it or, if appropriate, parents will be called to remove it at school.

At the Head Teacher's discretion, there may be exceptions to the above in extreme circumstances e.g. a pupil may be permitted to cover heavy scarring/skin damage.

Items required in specific circumstances or at certain times of the year:

Hot Weather

Everyone working at/attending the school during hot weather conditions are required to wear sun-safe clothing that covers as much of their skin as possible. This includes wearing:

- Loose fitting polo shirt with collars or covered necklines, that covers the shoulder area
- Black formal shorts (not PE shorts) or purple and white checked dress.
- Sun-safe hats and sunglasses are permitted but should be labelled.

During hot weather, lightweight clothing is required to reduce the risk of overheating. Pupils are not required to wear their jumpers or cardigans during heatwaves. If outside during break

and lunch times, pupils not wearing sun-safe clothing and/or sunscreen are advised to stay in an area protected from the sun.

Cold Weather

During cold weather, pupils are permitted to wear scarves, gloves, coats and hats when they are outside. Additional layers underneath school uniform are accepted. Where possible, pupils without warm clothing are provided with spare clothing for outdoor breaks or lessons.

4.2 Where to purchase it

Parents and carers can obtain the branded uniform, from a specific retailer, where the school negotiated the best value for money:

Fashion Mark School Wear
Southall Broadway
UB1 3DA

Non branded items can be bought more widely, e.g., from 'high-street' retailers.

Second-hand uniform can be sourced for identified pupils and the Parent Staff Association (PSA), when established, will arrange a second-hand uniform sale.

5. Expectations for our school community

5.1 Pupils

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 (if required)

Pupils are also expected to contact the Headteacher/Deputy Head if they want to request an amendment to the uniform policy, in relation to their protected characteristics.

5.2 Parents and carers

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact **Rabia Cornelius, Pupil & Family Worker** if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics

- The cost of the uniform

Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by our school's behaviour policy.

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.

5.4 Governors

The governing board will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The 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.

6. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Home School Agreement