

Ditton Lodge Primary School uniform policy



Approved by:

Unity Schools
Partnership

Date: July 2022

Last reviewed on:

July 2022

Next review due by:

July 2023

Related documents:

- Equal Opportunities Policy;
- Behaviour and Anti-bullying Policy;
- Parental Concerns and Complaints Policy;
- Equalities and Diversity Policy

Introduction and purpose

This is the Uniform Policy of Unity Schools Partnership and applies to Ditton Lodge Primary School.

This policy is published on the school's website and is available in hard copy on request from the school office.

This Policy is consistent with the Equal Opportunities Policy and applies equally to all pupils, irrespective of their sex, gender reassignment, race, disability, sexual orientation, pregnancy and maternity or religion or belief or special educational needs, subject to considerations of safety and welfare.

Legislation and regulation

This Policy has been prepared to meet the academy's responsibilities under the Equality Act 2010 and, where applicable, the Statutory Guidance issued by the DfE in 2022.

This Policy has regard to the following guidance and advice:

Special educational needs and disability code of practice: 0 to 25 years (DfE, January 2015);

Technical guidance for schools in England (Equality and Human Rights Commission, July 2014);

School admissions code: Statutory guidance for admission authorities, governing bodies, local authorities, schools adjudicators and admission appeals panels (DfE, December 2014);

Exclusion from maintained schools, academies and pupil referral units in England: Statutory guidance for those with legal responsibilities in relation to exclusion (DfE, September 2017);

and

School uniform: Guidance for governing bodies, school leaders, school staff and local authorities (DfE, September 2013).

Limiting the cost of 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 for example, by only asking that the PE t shirt and jumper or cardigan, features the school logo

- Considering cheaper alternatives to school-branded items, 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
- 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

Uniform requirements

Pupils are required to wear uniform correctly and responsibly. Correct uniform must be worn at all times during the day and when travelling to and from the school. Uniform must also be worn for educational visits or when representing the school. All items of uniform must be clearly marked with the pupil's name. Please see Appendix 1 for the school's uniform requirements.

Pupils who do not have the complete or correct uniform must provide their class teacher with an explanation of the reason why.

The school will consider reasonable requests to alter the school uniform, for example for transgender pupils, genuine religious requirements and reasonable adjustments for pupils with SEND. Where there is uncertainty as to whether an item may be worn under this section, the issue must be referred by the pupil or the pupil's parents to the Headteacher, whose decision will be final, subject to the complaints procedure set out in the Parental Concerns and Complaints Policy.

Symbols of faith

Certain items of jewellery, such as the Kara bangle, and certain items of headwear, such as the turban and headscarves may be worn by pupils when doing so is genuinely based on manifesting religious or racial beliefs or identity. This is subject to considerations of safety and welfare and the school's existing uniform policy principles which are set out in Appendix 1.

Where there is uncertainty as to whether an item may be worn under this section, the issue must be referred by the pupil or the pupil's parents to the Headteacher, whose decision will be final, subject to the complaints procedure set out in the Parental Concerns and Complaints Policy.

Pupils with SEND

Reasonable adjustments may be required to the uniform for pupils with SEND who require them. All matters should be referred to the Headteacher to ensure all reasonable adjustments are made to accommodate the pupil.

Jewellery and Valuables

The school cannot take responsibility for damage, loss or theft of any valuable items. All uniform and PE kit must be clearly labelled with first name, and surname.

Responsibilities

The following responsibilities apply in relation to this policy:

Teachers are responsible for ensuring pupils adhere to this policy

Headteachers have overall responsibility for the correct implementation of this policy

Monitoring

This policy will be monitored and reviewed annually by the Headteacher. At every review it will be approved by the full governing body.

Uniform Template Policy - Appendix 1

Uniform Requirements Ditton Lodge Primary School

Uniform

Pupils need to wear:

- Grey school trousers / skirt / pinafore dress / smart school shorts (not PE shorts) / purple and white summer dress
- White shirt or polo shirt
- School sweatshirt or cardigan
- Plain grey, black or white socks / grey or black tights

PE Kit

All pupils wear:

Plain dark shorts/plain leggings or jogging bottoms- no logos

Ditton Lodge purple T-shirt

Ditton Lodge Purple hoody or school jumper

Trainers

Children should come to school dressed in PE kit on the days they have PE

All pupils must bring their PE Kit to extra-curricular clubs.

Winter shoes

Pupils are requested to have a pair of outdoor shoes to wear in the field if it is wet. Without spare outdoor shoes, pupils will not be permitted on the field in wet or muddy conditions

Appearance

Pupils are not permitted to wear:

- Jewellery except for one small stud earring in each pierced ear
- Make-up
- Sandals, trainers or heels
- Coats, jackets or hats must not be worn inside the school building
- Accessories
- Jeans or casual trousers

Uniform Template Policy - Appendix 2

Guidance document

Cost

The Department for Education's (DfE) Statutory Guidance relating to school uniform issued under the Education (Guidance about Costs of School Uniforms) Act 2021. It highlights:

- Parents should not have to think about the cost of a school uniform when choosing which school(s) to apply for. Therefore, schools need to ensure that their uniform is affordable.
- In considering cost, schools will need to think about the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.
- Schools should keep the use of branded items to a minimum.
- A school's uniform policy should be published on the school's website, be available for all parents, including parents of prospective pupils, and be easily understood.
- Schools should ensure that their uniform supplier arrangements give the highest priority to cost and value for money (including the quality and durability of the garment).
- Single supplier contracts should be avoided unless regular tendering competitions are run where more than one supplier can compete for the contract and where the best value for money is secured. This contract should be retendered at least every 5 years.
- Schools should ensure that second-hand uniforms are available for parents to acquire. Information on second-hand uniforms should be clear for parents of current and prospective pupils and published on the school's website.
- Schools should engage with parents and pupils when they are developing their school uniform policy.

In sourcing school uniform, each academy should be able demonstrate how best value has been achieved i.e. keeping compulsory branded items to a minimum and where possible the parents' availability to purchase these from supermarkets.

Cash back arrangements should be avoided and any savings negotiation should be passed on to the parents. Details of where uniform can be purchased should also be set out in Appendix 1 of the above Policy.

Equality

The academy should widely consult on its proposed uniform policy or any changes to an established policy and document the consultation process undertaken, and the decisions taken in weighing up competing points of view. To minimise the risk of wider challenge the academy may wish to seek input from relevant religious communities and/or authorities to demonstrate that it has fully considered the issues.

In determining a uniform policy, academies may decide that the needs of individual groups are outweighed by factors. This may include health and safety, security, teaching and learning, protecting young people from external pressures promoting a strong, cohesive school identity that supports high standards and a sense of identity among pupils, as well as the need to promote harmony between different groups represented in the school. The academy must balance the rights of individual pupils against the best interests of the school community as a whole.

Noting the academy's obligations under the Equality Act 2010 (Act), many schools have chosen to adopt a neutral or flexible policy i.e. which permit girls to wear trousers instead of skirts. Academies will need to carefully consider any requests from pupils to vary the Policy, and particularly from those who have any of the listed protected characteristics under the Act, including but not limited to disability, religion and gender reassignment (or transgender).

Requests must be reasonable and should be put in writing to the headteacher. Requests should be considered on a case by case basis and with reference to the circumstances and we recommend that any decisions and the reasons for these are documented by the headteacher appropriately.

Challenges to the Policy that cannot be resolved should be escalated using the Parental Concerns and Complaints Policy, however academies may also wish to consider what insurances are in place to meet any claims which may subsequently arise out of a parental complaint.