



SCHOOL UNIFORM POLICY

Summer Term 2024

RENEWAL DATE: SUMMER TERM 2026

POLICY DEVELOPMENT

This policy has been formulated and reviewed with consideration of the following documents:

- Department for Education - School Uniforms: Guidance for Schools (2024)
- Department for Education - Cost of School Uniforms: Statutory Guidance (2021)
- Section 88 Education and Inspection Act 2006
- School Admission Code 2012
- Human Rights Act 1998
- Equality Act 2010
- Association for Physical Education - Safe practice in Physical Education, School Sport and Physical Activity
- DfE Health and safety: responsibilities and duties for schools (April 2022)

CHANGES

FEB 2022

Updated to reflect changes to government guidance from Sept 2022 regarding second hand uniforms

JULY 2024

Updated to reflect guidance from the Department for Education on school uniform and the cost of school uniform. Along with amendments to PE requirements and the wearing of jewellery.

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I. AIMS AND RATIONALE

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

It is Discovery Multi Academy Trust's (the Trust's) policy that all children shall wear full school uniform when attending school or when participating in a school-organised event, even outside normal school hours. The policy for the Trust's academies' school uniform is based on the notion that it:

- promotes a sense of pride in the school
- engenders a sense of community and belonging towards the school
- is practical and smart
- makes children feel equal to their peers in terms of appearance
- is regarded as suitable wear for school and is considered as good value for money by parents and carers
- is designed with health and safety considerations in mind

This school uniform policy is an integral part of the Trust's commitment to equality and inclusion. It allows pupils to establish a shared identity and to celebrate what they have in common, whilst continuing to be able to exercise their individuality and enjoy their diversity. All children are expected to adhere to the uniform policy.

When our academies have a 'mufti day', it is expected that pupils adhere to the policy for jewellery and footwear, in order to comply with Health & Safety regulations. Other compulsory elements detailed in this policy will not apply on these days.

2. LEGAL DUTIES UNDER THE EQUALITY ACT 2010

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our academies 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment

- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with their Head of School, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. LIMITING THE COST OF SCHOOL UNIFORM

Our Trust has a duty to make sure that the uniform we require for our academies is affordable, in line with statutory [guidance](#) from the Department for Education (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items
- Considering cheaper alternatives to school-branded items, such as non-logo items
- 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 interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. EXPECTATIONS FOR SCHOOL UNIFORM

Compulsory Elements	Optional Elements
Navy blue: <ul style="list-style-type: none"> school jumper with or without school logo, or school cardigan with or without school logo *Note: no other jumpers or hoodies may be worn in place of the school jumper.	<ul style="list-style-type: none"> Beechwood: blue gingham dress (summer months) Oakwood: blue, or yellow, gingham dress (summer months) Weston Mill: blue gingham dress (summer months)
Mid grey: <ul style="list-style-type: none"> Trousers (no jeans/tracksuit bottoms please) Shorts Skirt or pinafore dress 	
<ul style="list-style-type: none"> White shirt (long or short sleeved) or Plain white polo-shirt 	<ul style="list-style-type: none"> White polo-shirt with school logo Plain blue polo-shirt at Weston Mill (only)
<ul style="list-style-type: none"> White, black or grey socks Plain black, blue or grey tights (no leggings) 	
<ul style="list-style-type: none"> Black, flat, sensible, safe shoes (no trainers, no Crocs or similar and no visible branding please) or Plain black ankle height boots (no calf or full-length boots) and no heels (INCLUDING MUFTI DAYS)	
PE/Sports kit: <ul style="list-style-type: none"> Trainers Black shorts – Weston Mill and Beechwood Navy shorts - Oakwood White t-shirt – Weston Mill and Beechwood Oakwood – yellow Plain sweatshirt, black jogging bottoms (winter) 	<ul style="list-style-type: none"> PE bag with school logo White polo-shirt with school logo
<ul style="list-style-type: none"> Any headwear worn for religious or cultural reasons should be plain and of a dark colour 	
<ul style="list-style-type: none"> Coats: (hoodies and jumpers are not to be worn as coats) 	
<ul style="list-style-type: none"> School bag/packed lunch box as required 	<ul style="list-style-type: none"> School book bag

Our school uniform is available to order online from: [My Clothing Limited, your premier school uniform supplier](#). This service enables parents and carers to order a variety of items of uniform embroidered with the school logo at a reasonable price and of good quality. This includes book bags, jumpers, rucksacks and cardigans. The Board will review uniform suppliers periodically, to ensure that these items remain of good quality and available at a reasonable price for parents and carers.

At the end of every half term any unclaimed lost property uniform in good condition will be washed then displayed in school and made available for parents to take home. An optional donation can be made; however, this is not a requirement.

5. EXPECTATIONS FOR OUR SCHOOL COMMUNITIES

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 their teacher, or Head of School, 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 **so that if lost, it may be reunited with its owner**
- In good condition
- Unlabelled, unclaimed uniform may be considered the property of the school and be donated, sold or otherwise disposed of.

Parents/carers are also expected to contact the Head of School 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/carers 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/carers 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 Head of School if the situation doesn't improve.

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 Governance

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
- Considers the views of parents/carers 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.

5.5 PE Requirements

All children are required to wear a PE kit for all appropriate indoor and outdoor PE/sporting activities.

For health and safety reasons, all pupils are required to remove all jewellery, which includes earrings during PE lessons. This is strongly recommended by The Association for Physical Education - Safe practice in Physical Education, School Sport and Physical Activity.

Long hair should always be tied back to prevent entanglement in apparatus and to prevent vision being obscured.

5.6 Jewellery, Headwear and Make-Up

Children may not wear jewellery to school at any time (except for small studs, which must be 5mm in diameter or smaller, and watches) other than for religious or cultural reasons. Children in Foundation may not wear earrings in view of the physical aspects of their learning.

We do not allow headwear to be worn during class time or inside school buildings, except for religious or cultural reasons.

Children whose hair is shoulder length or longer should tie it back during school time where possible. Hairclips and headbands should be plain and should not cause obstruction to anyone's learning, or cause distraction to any learner.

No make-up is to be worn, including nail varnish.

6. MONITORING ARRANGEMENTS

This policy will be reviewed every two years.

7. LINKS TO OTHER POLICIES

This policy is linked to our:

- Managing and Supporting Positive Behaviour Policy

- Equality Policy
- Anti-Bullying Policy
- Complaints Policy and Procedure