



**Dukesgate Academy**

The best in everyone™

Part of United Learning

# **Uniform Policy**

**2024 -2025**

## REVIEW TIMETABLE

The Policy will be reviewed three yearly, as set out below:	
Policy tailored by individual schools	October 2022
Policy due for review	September 2025

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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 Mrs Smith who can answer questions about the policy and respond to any requests

### 3. Limiting the cost of school uniform

At Dukesgate Academy we wish to promote an atmosphere which encourages effort, enjoyment and a celebration of the achievements of all our pupils. The school has high standards and expectations and this is reflected in the pride we take in our school uniform and the feeling of belonging it creates. We also believe that school uniform prevents the inevitable loss of self-esteem caused to individual children should a family not be able or willing to provide the newest, most expensive or fashionable clothing and equipment.

#### **Objectives:**

1. To maintain a strong sense of identity, pride and belonging within our school
2. To promote consistently high standards of behaviour, attitude and dress.
3. To respect variations to school uniform if they are directly related to established religious or cultural traditions.
4. To avoid unnecessary clothing expense for parents.
5. We expect all pupils to follow the dress code. Parents should communicate with us if there is a specific reason why their child is unable to follow this policy.

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
- 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, 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

**Our school's uniform – all below are required items:**

**Winter uniform**

White polo t-shirt

Grey or black skirt or trousers

Navy blue cardigan or school sweatshirt.

Socks and tights should be either white, grey, black or navy blue.

Black shoes, preferably velcro fastened for younger children.

An outdoor coat.

### **Summer uniform**

As above, with the option of grey or black shorts or a blue gingham summer dress.

### **PE Kit**

Plain white t-shirt

Navy blue or black shorts

Pumps or trainers

Tracksuit or jogging bottoms may also be worn for outdoor games during the winter months.

Children must not wear earrings for PE: they must be able to remove them or supply plasters to cover them during PE lessons.

If children have long hair, this needs to be tied back.

Year 4 children swim each week on Friday mornings. A letter outlining costume requirements from the swimming teachers is sent home at the start of Year 4.

**Please make sure your child's name is printed clearly on all her/his clothes.**

No jewellery is allowed in school apart from watches and stud earrings.

If you have any concerns regarding school uniform, please speak with Mrs Smith.

### **Where to purchase it**

School sweatshirts and cardigans can be purchased at the main office during working hours 8am–4pm. Prices range from £7–£15 depending on size.

All other uniform items are non-branded and can be purchased at competitive prices in many high street retailers.

## **5. Expectations for our school community**

### **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 Mrs Smith if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### **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 Mrs Smith 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.

### **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 the school SLT.

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.

### **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. Monitoring arrangements**

This policy will be reviewed every three years by the School Business Manager. At every review, it will be approved by Local Governing Body.

## **7. Links to other policies**

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy