Uniform Policy

PERSON RESPONSIBLE FOR POLICY:	**D. DUKES**
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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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 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 Daniel Dukes via adwick-admin@vennacademy.org, 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 school has a duty to make sure that the uniform we require 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, 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 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

4.1 Our school's uniform

- Red jumper or cardigan, either plain or with the embroidered school logo (please note these should not have hoods). A jumper or cardigan does not have to be worn in warmer weather.
- White or red polo t-shirt or buttoned shirt/blouse.
- Plain black or dark grey trousers (no denim, leatherette or sports logos); or
- Plain black or dark grey shorts no shorter than knee length (no denim, leatherette or sports logos) or
- Black or grey skirt or pinafore dress no shorter than knee length; or
- Red and white checked summer dress (no shorter than knee length).
- Plain red, grey or black tights, these do not have to be worn in warmer weather.
- Plain black footwear, this can be either trainers or shoes.
- Please note, for health & safety reasons we request that children do not wear:
    - boots above the ankle
    - any footwear with heels or wedges
    - open toe shoes/ sandals
    - wellington boots (a change of shoes must be sent for in-school use)

Pupil PE Kit List

- Plain black sports shorts or tracksuit bottoms (no football or club logos).
- Plain white T-shirt (no football or club logos).
- Pumps or trainers.
- Swimming trunks (not swimming shorts) or a one-piece swimming costume for pupils who go swimming (currently Year 6).
- For Health & Safety reasons, earrings cannot be worn for P.E under any circumstances. We are not able to put tape over earrings or remove your child's earrings for them. Therefore, your child will either have to come to school without earrings in on P.E days, or your child will need to be able to remove their earrings by themselves.

Additional Pupil Uniform Information

- For health and safety reasons, no jewellery is to be worn except for a wrist watch (no smart watches) and small stud earrings.
- No extreme hair styles, including colours, cuts, shaved in patterns and hair pieces; no makeup; no false nails; or transfer tattoos. This will reinforce looking smart, age appropriate and preparing the children for Secondary School and the workplace.

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 Daniel Dukes via adwick-admin@vennacademy.org 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/carers are also expected to contact Daniel Dukes via adwick-admin@vennacademy.org 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.

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/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.

6. Links to other documents

This policy is linked to our:

- Home School Agreement