



Devonshire Primary Academy School Uniform Policy



Adopted by Governors/HT: HT
Implementation date: Sep 2022
Review period: Annually
Last review date: Sep 2023
Person responsible for policy: Headteacher

Statement of Intent

Devonshire Primary Academy believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

1. Legal Framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Behaviour Policy
- Complaints Procedures Policy

2. Roles and Responsibilities

The Governing Board is responsible for:

- Establishing, in consultation with the Headteacher and the school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents/carers, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.

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- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's 'Cost of School Uniforms' guidance.

The Headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that staff understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Allowing exemptions as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.
- Discussing with parents/carers the reasons why a pupil may be in breach of this policy.

Parents/carers are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the Headteacher if their child requires a more relaxed uniform policy or an exemption to the uniform rules for a period of time and providing evidence of the reason for this.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the Headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

3. Cost Principles

Devonshire Primary Academy is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the Headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child. The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will consider the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.

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- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school does not have variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours. This is to ensure pupils can get the most wear out of their uniform as possible and that parents can pass some items down to younger siblings.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school does not enforce branding on any item of uniform. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible, e.g. by offering sew-on or iron-on logo badges for jumpers that can be bought at retailers instead of requiring special branded jumpers.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school works with multiple suppliers to obtain the best value for money possible. The school does not enter into exclusive single supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

4. Equality Principles

The school takes its legal obligation to avoid unlawfully discriminating against any protected characteristic very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

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The school will ensure that parents/carers and pupils are consulted over any changes to school uniform, which may include parents/carers of pupils, who:

- Are transgender or non-binary.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School Uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression.

The school endeavours to ensure that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the pupil and the entire school community. Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Headteacher and Governing Board.

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

Parents of pupils with SEND and/or sensory difficulties may wish to buy uniform from a supplier that produces soft and stretchy fabric, avoiding intricate buttons or hard seams. Where the needs of these pupils cannot be met by any uniform supplier, including supermarkets and high street retailers, individual adaptations to the uniform may be considered.

5. Complaints and Challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with The Sea View Trust's Complaints Policy.

To make a complaint, parents should refer to the Complaints Policy, which can be found on the school's website, and follow the stipulations outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

6. School Uniform Supplier

The school does not enforce branding on any item of uniform. Many items of non-branded uniform can be purchased from supermarkets and high street retailers e.g. Asda, Sainsburys, Primark etc.

Our current school uniform suppliers are:

Ragamuffins

1a Westcliffe Drive, Blackpool, FY3 7DZ
01253 390717

My Clothing

<https://myclothing.com/collections/devonshire-primary-academy-24246>

The governing board will ensure that a written contract is in place with uniform suppliers – this does not include non-branded uniform that is available to purchase from supermarkets and high street retailers. The school will tender the uniform contract every five years, whether changes to the uniform are made or not. The governing board will be able to demonstrate how uniform is procured at the best value for money. The Headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples.

Where the school is proposing to change suppliers, it will reach out to suppliers by December in the determination year.

7. Uniform Assistance

The school supports vulnerable families in meeting the costs of uniforms. Where possible, school uniform assistance is provided to those who require it via a *Three Items for £2.00* pre-loved uniform scheme organised by the Pastoral Team. Parents are encouraged to donate good-quality uniform that is no longer needed by dropping it off at the school office.

8. Non-Compliance

If pupils are not in the correct uniform, staff will send a reminder to parents on Class Dojo in the first instance. If the correct uniform is not worn on a second occasion, the correct uniform will be given to the child to wear throughout the school day, before changing back before home time.

Parents will be notified of pupils' breaches of school uniform in all cases.

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9. School Uniform

The school uniform is as follows:

| <u>Item</u> | <u>Optional or required</u> | <u>Branding</u> | <u>How to acquire</u> |
|-----------------------------------------------------------------------------------------------------------------------------|-----------------------------|-------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| Main School Uniform | | | |
| Royal Blue Sweatshirt or Cardigan | Required | Branding is optional; school logo on left chest | <u>Branded</u> My Clothing (online) Ragamuffins <u>Non-Branded</u> Supermarkets/High Street Retailers |
| Yellow Polo Shirt | Required | Branding is optional; school logo on left chest | <u>Branded</u> My Clothing (online) Ragamuffins <u>Non-Branded</u> Supermarkets/High Street Retailers |
| Grey Trousers or Skirt/Pinafore <i>(skirts and pinafores must be knee length)</i> | Required | No branding | Supermarkets/High Street Retailers My Clothing (online) Ragamuffins |
| Grey or White Socks or Grey Tights | Required | No branding | Supermarkets/High Street Retailers My Clothing (online) Ragamuffins |
| Black School Shoes/Trainers <i>(must be sensible and plain without logos)</i> | Required | No branding | Supermarkets/High Street Retailers My Clothing (online) Ragamuffins |
| Black Hijab for Muslim Pupils or Black Turban for Sikh Pupils or Black African Heritage Head Wrap | Optional | No branding | |

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| Optional Summer School Uniform (<i>worn during the Summer Term</i>) | | | |
|----------------------------------------------------------------------------------------------------------------------------|--------------------------------------|-------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| Grey Shorts or Blue and White Checked Dress <i>(shorts and dresses must be knee length)</i> | Optional | No branding | Supermarkets/High Street Retailers My Clothing (online) Ragamuffins |
| PE Kit | | | |
| White T-shirt | Required | Branding is optional; school logo on left chest | <u>Branded</u> My Clothing (online) Ragamuffins <u>Non-Branded</u> Supermarkets/High Street Retailers |
| Black PE Shorts or Black Tracksuit Bottoms/Joggers | Required | No branding | Supermarkets/High Street Retailers My Clothing (online) Ragamuffins |
| Black PE Pumps/Trainers <i>(must be sensible and plain without logos)</i> | Required | No branding | Supermarkets/High Street Retailers My Clothing (online) Ragamuffins |
| Light Grey Hoodie <i>(alternatively, pupils may wear their school jumper/cardigan)</i> | Optional for colder weather | Branding is optional; school logo on left chest | <u>Branded</u> Top Marque <u>Non-Branded</u> Supermarkets/High Street Retailers |
| Swimming Kit (<i>Year 4 – please check with the office which year group is swimming at what time of the year</i>) | | | |
| Swimming Costume (<i>one piece</i>) or Swimming Trunks (<i>must be above the knee and must not be baggy</i>) | Required | No branding | Supermarkets/High Street Retailers |
| Swimming Hat | Required for children with long hair | No branding | Supermarkets/High Street Retailers |
| Towel | Required | No branding | Supermarkets/High Street Retailers |
| Waterproof Bag | Required | No branding | Supermarkets/High Street Retailers |
| Googles | Optional | No branding | Supermarkets/High Street Retailers |

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| Accessories | | | |
|--------------------------|----------|-------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| Book Bag / Rucksack | Required | Branding is optional | <u>Branded</u> My Clothing (online) Ragamuffins <u>Non-Branded</u> Supermarkets/High Street Retailers |
| Royal Blue School Fleece | Optional | Branding is optional; school logo on left chest | <u>Branded</u> My Clothing (online) Ragamuffins <u>Non-Branded</u> Supermarkets/High Street Retailers |

Jewellery

We do not permit jewellery, other than one pair of silver/gold small stud earrings.

Jewellery is not permitted during PE lessons and children must be responsible for removing their own jewellery for PE lessons. If any item of jewellery cannot be removed, it may be covered by a plaster which should be provided by the parent/carer and applied by the child. Staff cannot remove pupil's jewellery.

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded.

Hairstyles

The following hairstyles are not considered appropriate for school:

- Hair that is dyed an unnatural colour
- Hair that has shaved patterns
- Excessive hair accessories i.e. large bows
- Headwear featuring inappropriate words or images

Long hair is defined as hair that is shoulder length or longer. Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up and off the face during practical lessons, e.g. during PE, D&T etc. Children are responsible for tying their own hair up before practical lessons. Staff cannot tie pupil's hair up.

The school reserves the right to make a judgement on where pupils' hairstyles, hair colours or headwear is inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be considered where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the Complaints Policy.

Makeup

The following are not considered appropriate for school:

- Makeup
- False nails and nail extensions
- Coloured nail varnish
- Temporary tattoos

Adverse Weather

All pupils are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

For hot temperatures, the school encourages parents to ensure their child wears:

- Tops that cover the shoulder area
- Over the knee skirts/pinafores/dresses or shorts
- Sunglasses with UV protection when outside, where possible
- Baseball caps when outside where possible

Pupils are advised not to wear any jumpers/cardigans during heatwaves. During periods of hot weather, the school will try to ensure that pupils are given shade and water as often as possible.

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For cold temperatures, the school encourages parents to ensure their child wears:

- Scarf, gloves, coats and hats when they are outside
- Warm jumpers that conform to the school's uniform policy
- School trousers, or thick black tights with school skirts/pinafores

Labelling

Parents and carers are responsible for ensuring their child's clothing, footwear and accessories are clearly labelled with their child's name.

Pupil are responsible for taking care of their clothing, footwear and accessories. The school does not accept responsibility for lost items of clothing and footwear and will not provide refunds or replacements.