

DUNSFORD COMMUNITY ACADEMY
SCHOOL UNIFORM POLICY

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FLOURISHING FUTURES
Empower, Excel, Together

learning academy partnership

Change Log

Spring 2022	New Policy following DfE statutory guidance published in Autumn 2021

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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 or protected characteristics.
- 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 the Head of Academy, who can answer questions about the policy and respond to any requests

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 on the cost of school uniform, and to ensure this we are required to retender our uniform contract every 5 years.

We understand that items with distinctive characteristics (such as branded items) 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, therefore our School Trust has deliberately kept the use of branded items to a minimum.

We have worked with our parent community to ensure that we have competitively priced branded uniform and only require our pupils to wear branded jumpers / cardigans. Other items of uniform can be bought from high street supermarkets.

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: for example, by only asking that the sweatshirt features the school logo.
- Limiting items with distinctive characteristics to low-cost or long-lasting items.
- 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 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

4.1 Our school's uniform

Our governors, staff and parents place a great emphasis on high standards. Our drive to realising these standards encompasses all aspects of school life: teaching and learning, relationships, behaviour and dress code, etc.

Wearing the correct school uniform is essential and a smart dress code benefits everyone. It creates a sense of belonging and unites us a community, giving us all an identity to be part of and proud of.

Uniform

- Bottle green sweatshirt or cardigan with school logo (required)
- White polo shirt or white shirt with collar
- Grey or black trousers / skirt / shorts (summer)
- Green and white checked pinafore dress (summer)
- Grey, black or white socks or plain grey, green or black tights
- Black or brown enclosed shoes

PE and Games

- White T shirt (logos optional)
- Black PE shorts or tracksuits (winter)
- Trainers
- Bag to keep PE kit in (nothing too large)
- Swimming suit / trunks (must be good fitting, no bikinis)
- Swimming cap for longer than ear-length hair
- Large towel
- Waterproof swimming bag

All items of clothing should be clearly named.

Jewellery and hairstyles

We expect that children wear a minimum of jewellery. However, the following are acceptable:

- A watch.
- A medical alert bracelet.
- No more than one stud in each ear.
- Artificially brightly coloured or bleached hair is not permitted in school.
- All long hair must be tied back using school friendly, discrete accessories.

4.2 Where to purchase it

The branded items (sweatshirt and optional PE T shirt) can only be purchased from the following suppliers:

- Price & Buckland (national supplier, online only): Dunsford Academy (pbuniform-online.co.uk)
  Parents can have items delivered free, direct to the school during term time, to reduce the cost

All other items can be purchased more widely, from high-street retailers and supermarkets, as well as from the suppliers above.

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.
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required).

Pupils may contact the Head of Academy if they want to request a change to their school uniform 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 can contact the Head of Academy 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 Trust's Complaints Policy.

The school will work closely with parents to arrive at a mutually acceptable outcome.

6. Monitoring arrangements

This policy will be reviewed to ensure it offers a uniform that is appropriate, practical and safe for all pupils and 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.

This policy will be reviewed every 5 years, or upon any changes to supplier availability, by the Trust Executive Team.

7. Links to other policies

This policy is linked to the following:

- Positive Behaviour policy
- Home Academy Agreement
- Equality information and objectives statement
- Anti-Bullying policy
- Complaints Procedure and Policy
- Spiritual, Moral, Social and Cultural Policy