



SCHOOL UNIFORM POLICY

CENTRAL POLICY

Version and Date	Action/Notes
1.0 Nov 2011	DfE September 2013 Guidance sourced and used
2.0 Sept 2016	Central Policy revised and emailed for approval by the Trust Board
3.0 Nov 2020	Updated areas of responsibility and uniform, appearance and equipment list

Policy Reviewed:	November 2020
Policy Review Frequency:	Every three years
Next Review:	November 2023
Signature of CEO: 	Signature of Chair of Trustees: 

1.0 Background

This policy has been developed from the Department for Education's 'School Uniform: Guidance for Schools' (September 2013). This is non-statutory guidance relating to best practice. There is no legislation in place that deals specifically with school uniform or other aspects of appearance, but the Department does expect schools to take full account of this guidance. References within this guidance to the role of the governing body should be taken to include the academy trust (or the local governing body of the academy where the academy trust delegates these responsibilities), in the case of academies, such as in The Dean Trust.

2.0 Review and Renewal

This policy will be reviewed and updated at least once every three years.

3.0 Responsibility

It is for The Dean Trust Board of Trustees to decide upon the Trust Uniform Policy. Responsibility is delegated to Local Governing Bodies to make certain decisions at a local level, which are specific to their own schools. These responsibilities are clearly referenced within the School Uniform List (Section 8.0). This flows from the duties placed upon all governing bodies by statute to ensure that school policies promote good behaviour and discipline amongst the pupil body. The Board of Trustees also delegate responsibility to the Local Governing Body to decide how the uniform should be sourced.

In setting the Policy, Trustees will:

- consider the timeframe for introducing a new uniform policy or amending an existing one
- take into account the views of parents and pupils on significant changes to the Trust uniform policy
- consider the cost, the available supply sources and year-round availability of the proposed uniform to ensure it is providing best value for money for parents
- ensure that the PE uniform is practical, comfortable and appropriate to the activity involved, and that consideration is given to the cost of compulsory PE clothing
- ensure that the uniform meets the needs of any individual pupil to accommodate their religion or belief, ethnicity, disability or other special considerations
- make the policy available to all parents and stakeholders
- consider carefully the risk of a challenge to the policy and consider appropriate insurance cover



4.0 The importance of cost consideration

The School Admissions Code 2014 (last updated September 2015), which is statutory guidance, states that Admission authorities must ensure that *policies around school uniform or school trips do not discourage parents from applying for a place for their child*. No school uniform should be so expensive as to leave pupils or their families feeling unable to apply to, or attend, a school of their choice. The Trust will therefore give high priority to cost considerations. The Trust will demonstrate to the funding agency how best value has been achieved and keep the cost of supplying the uniform under review.

The school uniform should be easily available for parents to purchase and schools should seek to select items that can be purchased cheaply, for example in a supermarket or other good value shop. Schools should keep compulsory branded items to a minimum and avoid specifying expensive items of uniform e.g. expensive outdoor coats.

The Trust strive to obtain the best value for money from suppliers. Any savings negotiated with suppliers will be passed on to parents wherever possible. Schools should not enter into cash back arrangements. Exclusive single supplier contracts should be avoided unless regular tendering competitions are run where more than one supplier can compete for the contract and where best value for parents is secured.

The Department for Education has produced guidance on general procurement issues for schools and academies which the Trust follows (see <https://www.gov.uk/government/collections/procurement-policy-notes>).

The Dean Trust schools are encouraged, where possible, to help with the cost of school clothing in cases of financial hardship: supporting new intakes of children entering the school; or in the event of substantial changes to the existing uniform. Frequent changes to the uniform will be avoided.

5.0 Human Rights, Equality and Discrimination considerations

Some religions and beliefs require their adherents to conform to a particular dress code, or to otherwise outwardly manifest their belief. This could include wearing or carrying specific religious artefacts, not cutting their hair, dressing in a particular manner, or covering their head. Whilst pupils at Dean Trust Schools have ¹the right to manifest a religion or belief, this is not necessarily the case for all times, places or in a particular manner².

To promote and secure cohesion and good order in the school, or genuine health and safety or security considerations, the Trust reserves the right to restrict an individual's rights to manifest their religion or belief. The Trust must balance the rights of individual pupils against the best interests of the school community as a whole. Nevertheless, it should be possible for most religious requirements to be met within a school uniform policy and the Trust will act reasonably through consultation and dialogue in accommodating these.

In formulating this policy, Trustees considered their obligations not to discriminate unlawfully³. For example, it is not expected that the cost of girls' uniform is significantly more expensive than boys or vice-versa as this may constitute unlawful sex discrimination. The Trust also considered the concept of "indirect" discrimination. This involved the application of a requirement, which, although applied equally to everyone, could inadvertently place certain people at a particular disadvantage because of their gender, race, sexual orientation, religion or belief or gender reassignment. Pupils who identify as the opposite sex to their birth sex are permitted to wear the uniform of their preferred gender, after discussion with the Headteacher and their parents/carers.

6.0 Complaints and challenges to school uniform policy

Disputes about school uniforms should be resolved locally and should be pursued in accordance with the Trust Complaints Policy. In law, The Dean Trust has a complaints procedure in place to deal with issues such as a complaint about school uniform through which parents can lodge their grievances and/or objections easily. School and Trust staff will consult and work closely with parents to arrive at a mutually acceptable outcome. If a school

¹ See Human Rights Act 1998

² See Equality Act 2010

³ See Equality Act 2010

has in place a contract with a specific supplier, the local governing body will ensure that the supplier has an agreed procedure to deal with parental complaints about the supply and quality of uniform.

7.0 Pupil non-compliance

School staff can discipline pupils for breaching the Trust's rules on appearance or uniform. This should be carried out in accordance with the Trust's published behaviour policy.

A Headteacher, or a person authorised by the headteacher, may ask a pupil to go home briefly to remedy a breach of the school's rules on appearance or uniform prior to the school day beginning. When making this decision, schools will consider the child's age and vulnerability, the ease and time it will take, and the availability of the child's parents. This is not an exclusion but an authorisation before the school day begins, accepting that the pupil may be a little late on their return. This ensures that the pupil can be compliant and 'ready to learn' on their return. However, if the pupil continues to breach uniform rules in such a way as to be sent home to avoid school, or takes longer than is strictly necessary to effect the change, the pupil's absence may be counted as an unauthorised absence. In either case the pupil's parents must be notified and the absence should be recorded. If a school is considering excluding a pupil in response to breaches of uniform policy, then this must be in line with the legal requirements for exclusion.

8.0 THE DEAN TRUST UNIFORM LIST

Trust schools will issue a uniform list to all parents/carers of new pupils as soon as possible after their child's place has been confirmed (either via email, hard copy or on the school website).

8.1 SIXTH FORM

For programmes of study where there is a large proportion of practical activities, appropriate practical clothing is required. In the Common Room, social and learning areas business dress is expected.



8.2 SECONDARY SCHOOLS

8.2.1 Secondary School Uniform (Girls)

Uniform Item	Acceptable Style	Local Governing Body able to decide upon local style / permission?
Blazer	Burgundy School Logo	No
Skirt	Grey or Black Box Pleated, Knee Length	Yes
Shirt	White Button-Up, Collar	No
Tie	School Colours Clip-On	No
Socks	Grey or Black Plain, Knee Length	Yes
Shoes	Black Plain, Flat Heeled, Smooth Soles	Yes
PE Kit	T-Shirt / Top Shorts Socks Trainers / Sports Boots	Yes
<i>Optional</i>		
Uniform Item	Acceptable Style	Local Governing Body able to decide upon local style / permission?
Trousers	Black or Grey Tailored	Yes
Pinafore Dress (Only if permitted for whole school)	Grey	Yes
Jumper (Only underneath Blazer)	Grey Dean Trust Badge	No
Tights	Grey or Black Plain	Yes



8.2.2 Secondary School Uniform (Boys)

Uniform Item	Acceptable Style	Local Governing Body able to decide upon local style / permission?
Blazer	Burgundy School Logo	No
Trousers	Black or Grey Tailored	Yes
Shirt	White Button-Up, Collar	No
Tie	School Colours Clip-On	No
Socks	Grey or Black	Yes
Shoes	Black Plain, Flat Heeled, Smooth Soles	Yes
PE Kit	T-Shirt / Top with School Logo Shorts with School Logo Socks Trainers / Sports Boots	Yes
<i>Optional</i>		
Uniform Item	Acceptable Style	Local Governing Body able to decide upon local style / permission?
Jumper (Only underneath Blazer)	Grey Dean Trust Badge	No



8.3 PRIMARY SCHOOLS

8.3.1 Primary School Uniform (Girls)

Uniform Item	Acceptable Style	Local Governing Body able to decide upon local style?
Polo T-Shirt	White with school logo	Yes
Skirt	Grey or Black	Yes
Socks	Grey, Black or White	Yes
Shoes	Plain black school shoes (No trainers or boots to be worn)	No
PE Kit	White T-Shirt Burgundy Shorts Socks Pumps or Trainers	Yes
<i>Optional</i>		
Uniform Item	Acceptable Style	Local Governing Body able to decide upon local style?
Pinafore Dress	Grey or Black	Yes
Trousers	Grey or Black	Yes
Jumper	Burgundy with school logo	No
Cardigan	Burgundy with school logo	No
Summer Dress	Various (Summer Term Only)	Yes



8.3.2 Primary School Uniform (Boys)

Uniform Item	Acceptable Style	Local Governing Body able to decide upon local style?
Polo T-Shirt	White with school logo	Yes
Trousers	Grey or Black	Yes
Socks	Grey or Black	Yes
Shoes	Plain black school shoes (No trainers or boots to be worn)	No
PE Kit	White T-Shirt Burgundy Shorts Socks Pumps or Trainers	Yes
<i>Optional</i>		
Uniform Item	Acceptable Style	Local Governing Body able to decide upon local style?
Shorts	Grey or Black	Yes
Jumper	Burgundy with school logo	No
Cardigan	Burgundy with school logo	No



9.0 APPEARANCE STANDARDS

9.1 Uniform Standards

School regulations apply for the following items and sanctions may be applied for failure to meet school standard

Item	School standard	Not allowed
Blazer	Worn at all times to and from school and around school	Taking it off without permission Rolled up sleeves
Tie	Worn at all times	Taking it off at any time
Shirt	Plain white Button collar Pointed collar	Patterned / logo shirt Revere or any other collar
Skirt	Regulation skirt length on knee	Rolled up Above knee Any alternative skirt
Trousers	Plain black tailored (Ready-made crease)	Any fashion trousers e.g. fitted slim line or skinny fit Cropped Trailing on the floor (health & safety) Jeans or canvas style
Shoes	Plain black only Polishable Flat Black sole	Shoes with sports logo Looking like a trainer or trainer-shoe Patterned shoes Boots (ankle or higher) Trainers / pumps / canvas shoes Heels
Socks / Tights	Girls: Plain grey or black knee length socks or plain grey or black tights Boys: Plain grey or black socks	Ankle socks (secondary) Trainer socks 'Over the knee' socks Patterned socks or tights Leggings
Belt	Plain black	**Fashion or patterned belts
Coat/Jacket	Dark plain	**Sports jackets **Hoodies **Sweatshirts
Headwear	School hijab Black simple small hair slide or hair band	**Fashionable or coloured hair adornments, items with glitter, flowers, slogans etc **Caps or any other unspecified headwear unless for religious reasons

** These items will be confiscated.

The Headteacher (or nominated Deputy) reserves the right to decide what is and what is not acceptable.

9.2 Personal Appearance

School regulations apply for the following items and sanctions may be applied for failure to meet school standard

Item	School standard	Not allowed
Hairstyles	Natural in colour Neat and tidy Longer than shoulder-length hair, tied back with plain black hair elastic band No.2 cut minimum and faded into hair style	Extreme styles such as: 'Steps', shaving side or all of head, patterns, undercuts or shaving less than no.2 'Tip dying,' hair braids or extensions, loose long hair, extreme colours, shaved eyebrows
Makeup	Completely free of make-up	**Any type of make-up **Fake tan **Make-up bag/items **Lip balm **False eyelashes,
Nails	Natural, plain, acceptable length	**Nail varnish **False nails
Jewellery	Wristwatch only (at own risk)	**Earrings, studs, facial piercings, rings, bracelets, necklaces
*Mobile phones, iPods, iPads, Tablets, iWatches Headphones or any 'Smart' devices		**Will be confiscated if seen or heard anywhere on the school site, including headphones/earphones.

*Mobile devices will be confiscated and held in the school safe

** These items will be confiscated

The Headteacher (or nominated Deputy) reserves the right to decide what is and what is not acceptable.

9.3 Mobile Phones

In an emergency, parents/carers can contact the Pupil Support Manager. If a pupil needs to contact home s/he may see the Pupil Support Manager who will facilitate this. During the school day pupils may hand phones in for safekeeping in the school safe.

Parents/carers may collect any confiscated items from the school. Please contact the school directly to make arrangements. Please note that we do not accept written or telephone requests from parents/carers regarding collection of confiscated items. Otherwise pupils may collect the items themselves at the end of each school half term.

Parents/ carers are strongly advised to ensure that all personal property, including school uniform is clearly marked with pupil's name.

Whilst every effort is made to safeguard property, the school cannot be held responsible for any loss or damage.

10.0 EQUIPMENT FOR SECONDARY SCHOOL

Pupils must bring the following items to school

Item	School standard	Not allowed
Bag	Sturdy and large enough to carry all belongings	Handbag styles Carrying belongings in blazer pockets
School Pencil Case	As a minimum: Two BLACK ink pens One GREEN ink pen Two pencils Eraser Sharpener Rigid ruler	Blue pens for written work Correction fluid Felt tip pens
Other Equipment	Scientific calculator Pair of compasses Protractor Dictionary (to be provided)	

11.0 BANNED ITEMS

Under no circumstances must the following be brought into school:

- Weapons
- Alcohol
- Drugs and 'legal highs'
- Stolen items
- Tobacco, cigarette papers, e-cigarettes
- Fire lighting equipment
- Fireworks or explosives of any kind
- Offensive or harmful material or items
- Chewing gum
- Laser pens or LED torches
- Cans, fizzy drinks, energy drinks
- Aerosols of any kind (other than essential medication)