

## Aims

St Dennis Primary Academy is committed to promoting equality and value for money, and to ensuring that no pupil is discriminated against due to their religion or belief, economic circumstances or social and cultural background – this policy contains provisions to meet these objectives.

This policy has been created with health and safety, value for money and practicality at its heart. It has been designed to ensure pupils wear clothing conducive to a successful learning environment.

It is important that our pupils feel a sense of belonging and community through a smart and practical uniform. We believe a uniform allows all pupils, regardless of background, to feel equal to their peers and confident in their appearance. We also believe it is important for activities to be facilitated by specialised and appropriate clothing such as sports-specific attire.

## Legislation and guidance

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

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The General Data Protection Regulation
- Data Protection Act 2018

This policy has due regard to the following guidance:

- Department for Education Guidance (Statutory and Non-Statutory 2021)

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Sun Safety Policy
- Behaviour Policy

## Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that equal opportunities are considered regarding the school's uniform and that no person is discriminated against.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.

The headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers 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.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

The school secretary is responsible for:

- Processing and approving all eligible School Uniform Assistance Application Forms.

Teachers are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- 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.

Parents 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 for a period of time, including why.
- 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.

## **Cost and availability**

In accordance with the School Admissions Code, the school ensures that the school's uniform policy does not discourage parents from applying for a place for their child, nor prevent a child from attending.

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. Any savings negotiated are passed to parents where possible.

The school does not enter into exclusive single supplier contracts or cash-back arrangements.

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

Where wholesale changes are required, the school ensures that assistance is provided to parents struggling to meet the associated costs.

The use of branded items within the School Uniform Policy has been kept to a minimum.

Second hand uniform items are available from the School. The school will accept donations of second-hand uniform providing these are clean and in excellent repair. Parents wishing to donate uniform should contact the office. The school recognises that second hand uniform extends the life of garments, reducing the environmental impact of uniform.

## **Religious clothing**

Some religions and beliefs require their members to conform to a specific dress code. The school does not discriminate against any religion or belief; however, the school weighs the needs and rights of individual pupils against the cohesion and health and safety concerns of the entire school community.

The school will act reasonably in accommodating the needs of different cultures, races and religions, without compromising important school policies such as school discipline and safety. Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher, and always in accordance with the school's Complaints Procedures Policy.

## Equality

In developing and implementing this policy, the school has carefully considered its obligations not to discriminate unlawfully. For example, the school has lawfully designated different uniform requirements for boys and girls and has ensured that these are broadly equivalent in terms of financial cost.

This policy ensures that no particular group (including those with protected characteristics) is impacted unfairly as far as is reasonably possible. In some circumstances, e.g. for pupils with a disability, the school will make reasonable individual adjustments to the uniform policy.

Pupils identifying as a member of the opposite sex are able to adapt uniform regulations.

## Complaints and challenges

In line with the TPAT Complaint Procedure, parents with a concern about this policy, or the implementation of the Uniform Policy, should first contact the school and seek to resolve this concern informally. The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

Where an acceptable resolution cannot be agreed, parents should follow the Complaint Procedure, available on the school website. Hard copies of the Complaint Policy are available on request from Reception.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

## School uniform suppliers

Our school uniform suppliers are:

- Wovina
- 3 Omaha Road
- Bodmin
- PL31 1ER
- Tel: 0120873484
- Email: [wovina@aol.com](mailto:wovina@aol.com)
  
- Cornwall Screen Print and Embroidery
- 72 Stennack Road
- Holmbush Industrial
- PL25 3JQ
- 0172668689
- Email: [info@cornwallscreenprint.co.uk](mailto:info@cornwallscreenprint.co.uk)

Alternatively, uniform without the school logo can be purchased at most supermarkets, for example Asda.

## Uniform assistance

The school supports vulnerable families in meeting the costs of uniforms.

If children are in receipt of free school meals, the school can support with the purchase of school uniform.

## Non-compliance

The school believes that all pupils should comply with these rules, and that non-compliance is unnecessarily disruptive to education. If a pupil is found to be in breach of uniform rules, they will be challenged by staff and expected to rectify their uniform/appearance immediately (where possible e.g. by removing the jewellery or non-uniform item) or as soon as possible where the issue cannot be solved immediately. Where a breach of uniform or appearance cannot be resolved in school, parents will be notified in the first instance by the class teacher. In line with DfE guidance, this is not an exclusion and the students' absence will be unauthorised.

If a pupil continually breaches this uniform policy, then class teachers can pass their concerns to the Senior Leadership Team who will contact the family to offer assistance with compliance.

## School colours

Our school colours are as follows:

- Purple
- White
- Black

## The uniform

The school endeavours to ensure that our uniform is as gender neutral as possible.

Pupils who identify as the opposite sex to their birth sex are permitted to wear the uniform of their preferred gender.

The boys' uniform is as follows:

- School sweatshirt with (or without) school logo
- White polo shirt
- School fleece with (or without) school logo
- Black trousers (black jeans are not permitted)
- Black shorts

- Sensible plain black shoes or plain black trainers

The girls' uniform is as follows:

- School sweatshirt with (or without) school logo or school cardigan with (or without) school logo
- White polo shirt
- School fleece with (or without) school logo
- Black skirt or black trousers (black jeans are not permitted)
- Sensible plain black shoes or plain black trainers
- Black tights may be worn alongside the skirt.

PE kits are as follows:

- Plain white T-shirt with (or without) school logo
- Black shorts
- Suitable trainers or other sports footwear, e.g. football boots, plimsoles

Parents are responsible for ensuring their child brings their PE kit to school when needed.

## **Jewellery**

The only permitted jewellery that may be worn is:

- One pair of stud earrings – no other piercings are permitted
- A sensible wrist watch - no electronic smart watches are permitted

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

All jewellery must be removed during practical lessons, e.g. during PE lessons and science experiments.

## **School book bag**

On entry to the Reception class, pupils will be issued with a school book bag to carry their books, planner and any equipment.

## **Hairstyles**

The school reserves the right to make a judgement on the suitability of pupils' hair and appearance.

Extreme hairstyles, such as mohawks and patterned or brightly coloured hair, are unacceptable.

Pupils with what could be deemed extreme hairstyles may be exempt from the rule above on racial or religious grounds, taking into consideration each individual pupil's scenario.

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 during practical lessons, e.g. during PE.

Bandana style headbands and flowers/bows or excessive hair accessories are not to be worn; however, plain hair clips or bands are acceptable.

Hair extensions are not permitted.

## **Make-up**

False nails and nail extensions are not permitted.

Nail varnish is not permitted.

No pupil is allowed to wear make-up.

Pupils wearing make-up are required to remove it or, if appropriate, will be sent home to remove it.

There may be exceptions to the above in extreme circumstances, at the headteacher's discretion, e.g. a pupil may be permitted to cover heavy scarring/skin damage.

## **Adverse weather**

The school follows the provisions during hot weather conditions as outlined in its Sun Safety Policy

If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun.

During cold weather, pupils are required to wear scarfs, gloves, coats and hats when they are outside.

Pupils are permitted to wear long jogging bottoms and plain hoodies during PE in cold weather.

## **Labelling**

All pupils' clothing and footwear should be clearly labelled with their name.

Any lost clothing will be taken to the lost property box. All lost property is retained for one term and is disposed of if it is not collected within this time.

## **Monitoring and review**

This policy is reviewed every three years by Mrs R. Nash (Deputy Headteacher).

The scheduled review date for this policy is July 2027.

**Person responsible for policy:** Mrs R. Nash (Deputy Headteacher).

**Policy written:** July 2024

**Approved by governors:** July 2024

**To be reviewed:** June 2027