



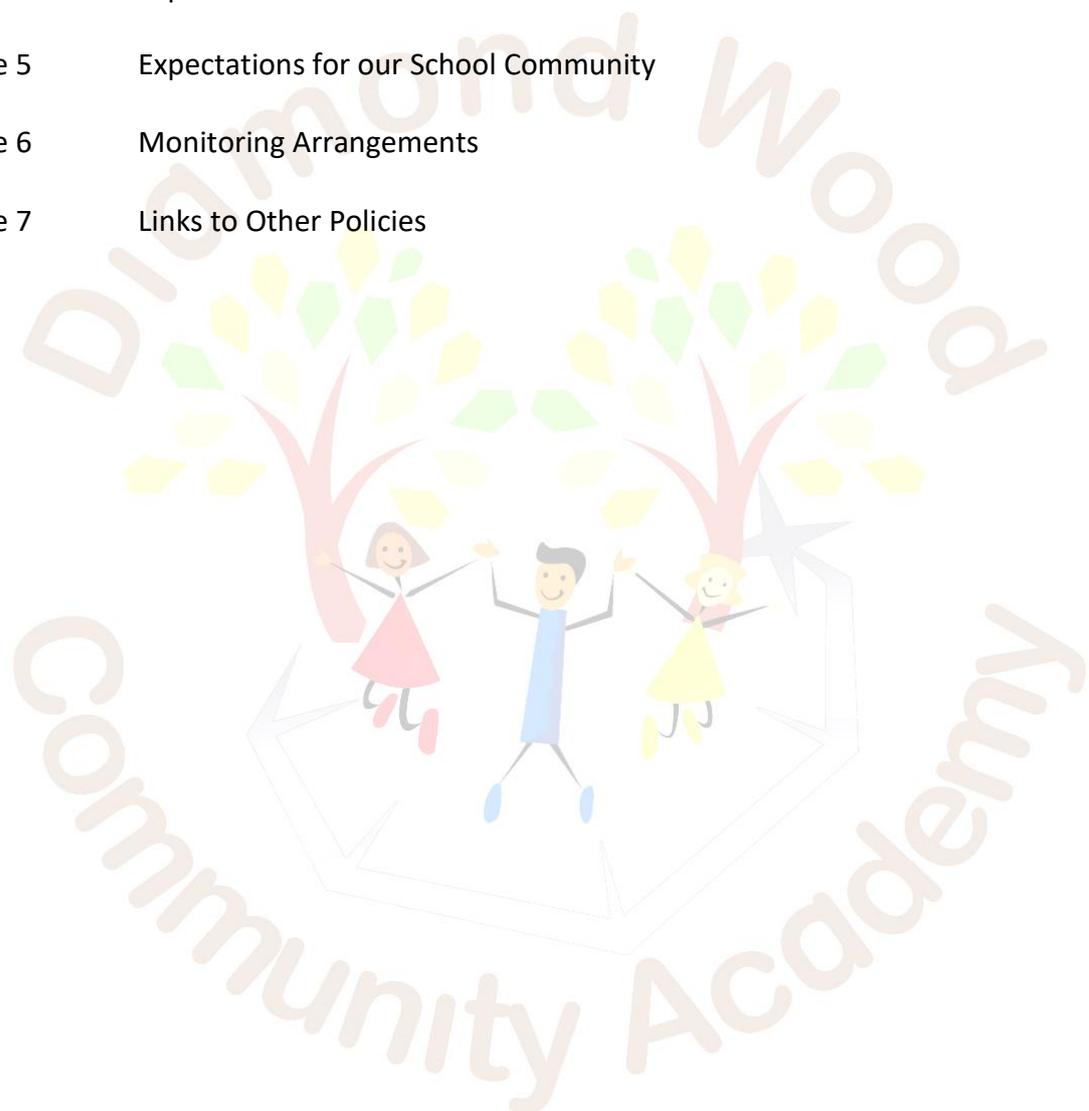
# Uniform Policy

## Status

Mar 2022	Draft for Governors
Mar 2022	Approved by Governors
Mar 2025	Date for Review

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## 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 our 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

## 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, religious 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 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
- 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 Teacher by email at [office@diamondwoodacademy.co.uk](mailto:office@diamondwoodacademy.co.uk), who can answer questions about the policy and respond to any requests

## 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.

We understand that items with distinctive characteristics (such as banded items, or items that have 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' 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
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as jumpers, cardigans
- In certain circumstances, we will consider cheaper alternatives to school-branded items and, if necessary, signpost parents to areas of help
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes (except not allowing clothing or footwear which could be a safety concern)
- 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 groups
- Avoiding different uniform requirements for extra-curricular activities
- Making sure arrangements are in place for parents to acquire second-hand uniform items
- Supporting parents by signposting them to local uniform charities or organisations who can help provide items of clothing for children
- 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

## **Expectations for School Uniform**

The Department for Education endorses the wearing of school uniforms as it can play a key role in:

- Promoting the ethos of a school
- Providing a sense of belonging and identity

- Setting an appropriate tone for education

### **Our School's Uniform**

- ◆ A red sweatshirt or cardigan with the school logo
- A white polo shirt
- Grey skirt, pinafore (grey leggings or tights optional to go with), trousers
- Sensible black shoes
- Black or white socks
- A suitable coat for the weather

During the warm weather the uniform, in addition to the above, would include:

- A gingham checked dress in red and white
- Grey shorts

### **Bags & Other Items**

- ◆ Book bag with the school logo
- ◆ A draw string PE bag with the school logo
- ◆ Water bottle with the school logo

### **PE Kit**

- Navy shorts or tight fitting leggings
- Plain white round neck t-shirt
- Black pumps
- ◆ Navy blue / grey jogging bottoms

### **Jewellery**

On health and safety grounds we do not allow children to wear jewellery in our school. The exceptions to this rule are:

- Earing studs in pierced ears. We ask the children to remove these objects during PE. The school advises parents who wish their children to have their ears pierced to do so at the beginning of the school holidays.
- Medical identification bracelets may be worn by children who have significant medical problems, e.g. diabetes or epilepsy

### **Haircuts**

The school does not permit children to have 'extreme' haircuts that could serve as a distraction to other children. Hairstyles and haircuts which are deemed too extreme, such as tramlines, stars, shaved heads (no shorter than a grade number 2), extreme patterns, 'V' styles, Mohican cuts, or dyed, tipped or dipped hair are also forbidden.

Pupils with long hair should also tie it back, for safety reasons.

### **Where to Purchase Uniform**

Items marked with ♦ should be purchased from the school office. All other items can be bought from any retailer.

Second-hand uniform is available from:

The Uniform Exchange  
Unit 18, Railway Sawmills  
Burbeary Road  
Huddersfield, HD1 3UN

Or contact our Safeguarding & Welfare Officer, Mandy Farrar.

### **Expectations of Our School Community**

#### **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)

#### **Parents & Carers**

Parents/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 the Head Teacher at

[office@diamondwoodacademy.co.uk](mailto:office@diamondwoodacademy.co.uk) 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 school's Complaints Policy

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

### **Staff**

Staff will closely monitor pupils, to ensure that they are in the correct uniform. They will give any pupils and families breaching the Uniform Policy the opportunity to comply, but will follow up with the Head Teacher if the situation doesn't improve.

Ongoing breaches of the Uniform Policy will be dealt with by the Head Teacher.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this policy, staff will take a mindful and considerate approach to resolving the situation.

### **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 in accordance with the Academy Financial Management Policy.

### **Monitoring Arrangements**

This policy will be reviewed every two years by the Senior Leadership Team. At every review, it will be approved by the full Governing Board.

## Links to Other Policies

This policy is linked to our:

- Equality information and objectives statement
- Complaints Policy
- Financial Management Policy

