



South East Cornwall Multi Academy Regional Trust

Dobwalls Primary School

Student Uniform and Appearance Policy

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Links to other relevant policies: Safeguarding Policy, Relationships and Behaviour Policy

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Introduction

This policy has been put in place to ensure that the School's requirements for student uniform and appearance are aligned with the revised Department for Education Guidance (Statutory and Non-Statutory 2021). This policy complies with the Human Rights' Act 1998 and Equality Act 2010 and takes into account key considerations such as safeguarding and health and safety.

Our governing body decides what the school rules are for student appearance (including uniform) and how the uniform should be sourced. We believe that our rules on uniform and appearance have a key role in promoting:

- The ethos of the school.
- A sense of belonging, community and identity.
- An appropriate tone for education.

We believe that a consistent standard of appearance and uniform may act as a social leveller by creating a common sense of identity amongst students. It may reduce bullying and peer pressure to wear the latest fashion or other expensive clothes.

In reviewing and implementing this policy, Governors will take into account the views of parents and students when making any significant changes. Governors will also take into account:

- how the rules on uniform and appearance may affect groups represented in the school, especially those who share relevant protected characteristics (sex, religion or belief, race, disability, gender reassignment, pregnancy).
- how comfortable the uniform will be for students.
- how practical the uniform is in classroom settings, including those where practical work is required.
- that reasonable adaptations will be made for extreme weather (hot or cold).
- that the uniform is suitable for students who walk or cycle to school.
- that a PE kit must be practical, comfortable and appropriate to the activities and affordable.
- that the cost of the uniform does not place an unreasonable financial burden on families and would not, for example, prevent a child from a low-income family from attending the school.
- where reasonable and as far as possible, the environmental impact of the production and supply of uniform.

The school's expectations for uniform and appearance are therefore intended to be inclusive so that all students are able to wear the uniform and have the appropriate appearance.

Religion or Beliefs

Some religions or beliefs require conformance to a particular dress code; this could include wearing or carrying specific religious artefacts; not cutting hair; dressing modestly or covering their head. Students have a right to manifest a religion or belief, but not necessarily at all times, places or in a particular manner.

Where the school has good reason, it may lawfully need to restrict an individual's freedom regarding uniform and/or appearance. This may include, for example, the promotion of cohesion or good order, or genuine health and safety or for security reasons.

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.

Discrimination

In developing and implementing this policy, the school has carefully considered its obligations not to discriminate unlawfully.

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 students with a disability, the school will make reasonable individual adjustments to the uniform policy.

Affordability

The cost of uniform should not prevent a family from applying for a place in our school or prevent a child from attending. The use of branded items within the School Uniform Policy has been kept to a minimum.

Second hand uniform items are available on request 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 Reception. The school recognises that second hand uniform extends the life of garments, reducing the environmental impact of uniform.

Uniform and rules on appearance will be reviewed every two years and frequent significant changes will be avoided as these may be expensive for families. Where significant changes are made, these will be phased in to allow students to continue to wear the old uniform for a reasonable period of time. This includes students in Year 6, for whom the purchase of new uniform items in the later stages of the academic year may not be cost effective for families.

The requirement to wear school branded items of uniform has been kept to a minimum within our Uniform Policy and is limited to long lasting items wherever possible.

The majority of unbranded uniform items can be purchased from a range of retailers giving parents choice and value for money.

All school uniform items should be available as machine washable.

Care should be taken to ensure items purchased from non-approved suppliers meet the school's uniform requirements.

PE Kit

No student should be unable to participate in school sporting activities because of the cost of PE kit. Therefore, the use of branded items, and the range of different items of PE Kit in our Policy will be kept as low as possible.

Uniform Suppliers

Governors will review the school's uniform suppliers at least every 5 years. In reviewing the suppliers, Governors will take into account the affordability of uniform as well as its quality and durability. The uniform supplier will be required to publish and operate their own complaint procedure in order to manage any parental concerns.

Governors will take into account the accessibility of the provider, ensuring parents can arrange convenient ordering, collection/delivery of school uniform items. This includes the availability of an online uniform shop.

Hardship

Where available, the school will also offer clean, good condition second hand uniform in the correct size as an alternative to financial support.

Pupil premium uniform voucher support – at Dobwalls, if parents/carers are eligible for Free School Meals, they will be entitled to one of our school uniform vouchers (value £50 initially then £25 thereafter) to be used to purchase uniform items through the school. Parents/carers can check if eligible (even if your child is in Reception, Year 1 or Year 2 and currently has free school meals through the UFSM process) <https://www.cornwall.gov.uk/schools-and-education/schools-and-colleges/school-meals/apply-for-free-school-meals-and-pupil-premium/>

Our Dobwalls uniform vouchers are available from the school office. If parents/carers are entitled to a uniform voucher and would like to place an order, the order **MUST** be placed via the school. Parents/carers should ask at the school office for an order form or download one from the [Information & Updates](#) page and return it together with the voucher.

Clarity

The school will ensure that its rules on uniform and appearance are clear and unambiguous and easily accessible to parents via the school website. This is to ensure that parents do not commit to buying costly uniform or, for example, costly hair styles or piercings, which are not acceptable to the school. The school will ensure that any 'optional' items of uniform are clearly designated as such and will minimise the use of 'optional' uniform items.

The school will also ensure that branded items, or those which have to be purchased from a particular supplier, are clearly indicated. Parents with a query about uniform or appearance should contact the school to seek clarification of the rules prior to committing to purchase. The school will review the wording of the uniform and appearance rules in response to parental queries where it appears that the wording is unclear.

Student Non-Compliance

All students are expected to comply with the school's rules on uniform and appearance. The school believes that all students should comply with these rules, and that non-compliance is unnecessarily disruptive to education. Students with incorrect uniform or appearance will be reminded 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. Incorrect items of uniform or jewellery will be confiscated and returned directly to parents.

A 'pink note' will be sent home to parents to remind of uniform expectations including PE kit.

Where financial hardship has resulted in a student not complying with the school's published rules on uniform or appearance, then the school will take a considerate approach to assist the student and family to resolve the situation.

Where the school has made individual adaptations to the rules on uniform or appearance in response to a child's individual needs, e.g. a disability, then the school will ensure that all staff are aware. This includes, wherever possible, supply and temporary staff. This is to minimise the occasions on which a student is challenged about their uniform or appearance.

Concerns and complaints

In line with the Trust 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. 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.

Appendix 1

Uniform and Appearance Policy

Introduction

All students are expected to be in full school uniform whilst at school and on the way to or from school. Students are ambassadors of the school, expected to uphold our values and Code of Conduct. Students and parents/carers are encouraged to recognise that students who are in lessons in incorrect uniform can undermine the aims and objectives of our uniform policy. Therefore, staff will always take action to support students in meeting the school's expectations.

A complete list of the items included in the school uniform can be found on the school's website.

Aims and Objectives

Our school uniform is important to our school community. School uniform:

- promotes a sense of pride our school.
- creates a feeling of community and belonging.
- is a symbol of equality.
- identifies students with our school.
- is practical and smart.
- is not distracting (as fashion clothes might be).
- is suitable for learning and good value for money.
- has been designed with health and safety in mind.

The Role of Parents/Carers

Parents are expected to fully support the school's Uniform Policy and its implementation. Parental support is very much appreciated by our staff and Governors.

Please note: the school's interpretation of uniform standards as applied to any student, is final and parents are respectfully asked for their support in this.

The Role of Governors

Governors ensure that the school uniform meets all national regulations regarding equal opportunities.

The governing body regularly reviews our Uniform Policy and delegates the implementation and management of the Uniform Policy to the Leadership team and the wider staff team.

Day to Day Management

Teachers will address any issues as they arise during the morning. Should an issue be more problematic or persistent, it will be referred to the Head and/or Senior Leadership Team.

For breaches of our Uniform Policy, staff will use professional judgement in issuing direction or sanction. This will include:

- A 'pink slip' be sent home to parents.
- Replacement uniform being lent to the student.
- Contact parents/carers to bring in appropriate clothing as soon as possible.
- Parents/carers may be asked to collect their child.

Non-uniform days

Non-uniform days are occasionally used to raise funds for charity/charitable causes. In these circumstances, standards of dress should:

- be safe and practical for school use.
- not promote unacceptable themes – drugs, violence, racism, etc.
- be appropriate for school and not revealing so that students can take a full and active role in learning.

Monitoring and review

When monitoring this policy, the Leadership team will seek the views of students, staff, parents, and Governors.

Major changes to the uniform will involve consultation with students, staff, parents and the governing body. Our Uniform Policy is reviewed by the Leadership team every two years.

Supplementary Guidance

At Dobwalls, we believe maintaining a standard of uniform is important and is conducive to creating the correct learning atmosphere as well as developing children's sense of belonging and pride. We are also conscious that our uniform is as affordable as possible hence we do not say branded items are essential.

Please see the table below for details of our uniform expectations.

Uniform can be purchased direct from [PMG](#):

All year-round uniform	Summer Uniform Can be worn from March to October	PE Kit Days as specified by class teachers
Grey dresses/skirts (knee-length)/trousers/ tailored shorts	As all year round with addition of:	Black leggings, jogging bottoms, shorts or skorts
Pale blue polo shirts	Summer dresses – in red or burgundy	Team coloured t-shirt or white t-shirt
White, grey or black socks	Black smart school shoes	A Dobwalls white PE top with the logo can be purchased from PMG
Grey tights	No boots	Children must wear their usual school jumper/cardigan
School jumper/ cardigan/ fleece with logo – from PMG	We advise against slip on black shoes	Trainers or plimsolls
Supermarket brands of the school colour are acceptable		NO football tops or sports branded tops are allowed
Black smart shoes		
Short ankle winter boots may be worn in winter only		

Maroon fleece jackets and navy reversible fleece/waterproofs, embroidered with the school logo, are also available for outdoor wear.

All children's clothing should be marked with their name.

Shoes – if children have shoes with laces, parents should ensure their children can tie them so they child is safe.

For safety reasons – no jewellery other than watches (not 'smart' watches) and stud earrings are permitted. Should any parent wish to discuss specific reasons for a child to wear jewellery, please contact the headteacher. The children accept full responsibility of watches for their safe-keeping, although the class teacher will happily keep them secure during sports lessons.

Accessories:

- Hair accessories can be worn but should be unobtrusive and match school colours
- Hair below shoulder-length should be tied back
- We do not permit tram line hair cuts
- Infant children must bring a book bag to school each day
- If bringing a rucksack, we ask for these to be smaller in size to help with space in our cloakrooms
- Children do not need to bring pencil cases to school
- Mobile phones must be left in the school office if they are essential to be brought to school for pupil safety only
- Children should bring a water bottle with them each day containing water only