

Dry Drayton C.E (C)

Primary School



School Uniform Policy

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School Uniform Policy

1. Statement of intent

Dry Drayton C of E Primary School believes that a consistent school uniform policy is vital because it:

- Promotes a sense of pride in the school community and a common identity amongst all pupils, regardless of background.
- Creates a sense of belonging to the school.
- Is practical, smart and comfortable and sets a tone for education.
- Makes children feel equal to their peers in terms of appearance acting as a social leveller.
- It can reduce bullying and peer pressure to wear the latest fashions or other expensive clothes.
- Is regarded as suitable wear for school and is considered by parents as good value for money.

For the purposes of this policy, “**uniform**” includes the following elements of pupils’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable, and provides the best value for money for both the school and pupils’ families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education.

In writing and updating this policy, we have sought to:

- Engage with parents and pupils.
- Consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for pupils.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Ensure that the uniform is suitable and safe for pupils who walk or cycle to school.
- Choose a PE kit which is safe, practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

2. Dry Drayton C of E Primary School uniform expectations

It is our school policy that all children wear school uniform when attending school or when participating in a school organised event both inside and outside normal school hours. School uniform **must** be named.

Dry Drayton C of E (C) Primary School uniform consists of:

Clothing with the school logo is optional but preferred, otherwise white or royal blue tops bought from any store.

Second-hand uniform is available. Please contact the school office for details.

- White polo shirt with embroidered school logo and name.
- Royal blue sweatshirt/cardigan or fleece with embroidered school logo and name (no hoodies).
- Black or charcoal school trousers or shorts (no leggings); black or charcoal skirt or pinafore.
- Black shoes (plain, completely black trainer-shoes are acceptable), or short fitted ankle boots (no pull on or fashion boots).
- Plain coloured socks or tights (black, grey or white).
- Blue gingham dress for summer.



For PE

- White T-shirt printed with school logo and name.
- Sweatshirt and jogging bottoms (plain navy blue or black, no logos) for outdoor PE in cold weather (no hoodies).
- Optional beany-type hat and gloves in cold weather.
- Plain navy blue or black shorts (above knee) for indoor PE or warm weather.
- Trainers for indoor and outdoor PE and also for wearing on the field at playtime when not in PE kit.
- Bring shoes to school on PE days for wearing indoors after PE or after playtime on the field.

For Forest School

- Suitable warm, waterproof coat plus waterproof trousers or complete waterproof suit/all-in-one.
- Wellies or trainers in dry, warmer weather.
- A sunhat and sunscreen will be needed in the summer.

Second-hand uniform is available. Please contact the school office for details.

Hair

- Hairstyles must be sensible and appropriate for school. Extreme haircuts are not acceptable. Shaven heads or any haircut which involves the shaving of lines or symbols, coloration or particularly noticeable variations in colour or length will almost certainly be judged as extreme by the school.
- Long hair should be tied back and a hairband should be used if hair falls over the eyes for both indoor and outdoor lessons.
- Hair bands and scrunchies should be plain and in school colours. Children should not wear fancy hair bands as some designs could cause injury and are not in keeping with the uniform.

Watches

- Simple and inexpensive analogue or digital wristwatches (no smart watches) may be worn.
- They should be marked with the owner's name.
- Children must be responsible for their watch as the school is not responsible for damage or loss of personal property.

Unsuitable Footwear

The school wants all children to grow into healthy adults. We believe that it is **not** safe, or in keeping with the smart appearance of a school uniform, for children to wear:

- Boots, unless they are smart, black and fitted ankle boots (not pull on or fashion items) and children can run around in them at playtime
- Shoes that have platform soles or high heels
- Trainers or shoes with branded logo
- If, in the winter, non-fitted boots like wellies are worn to school, then a pair of school shoes **must** be brought to school for the child to change in to and wear inside.

The following are not considered to be our school uniform and so children should NOT wear:

- Hoodies
- Leggings for general uniform.
- Sports branded clothing during the normal school day.
- Boots or high heeled shoes on Health and Safety grounds.
- Hats and scarves during lessons inside, except for religious or medical reasons.
- Jewellery except plain gold/silver stud earrings (these must be removed for sports activities by the child or left at home – this is county guidance July 2021), unless it is for medical or religious reasons. However, for PE lessons only, a sports headband may be worn to cover newly pierced ears, accompanied by written parental statement of responsibility.
- Make-up, including nail varnish, or tattoos.

3. Purchasing school uniform

Sweatshirts, polo shirts, PE T-shirts, zip-up fleeces, book bags and PE bags can be purchased from the school's online uniform service if you wish to have uniform with the school logo:

<https://www.pbuniform-online.co.uk/drydraytonprimary>

The school usually has a stock of various **second-hand items** of school uniform available for a voluntary donation to school funds. Please ask in the office about this and any other uniform queries.

4. Legal framework

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

- Human Rights Act 1998.
- Education and Inspections Act 2006.
- Equality Act 2010.

- Education Act 2011.
- The UK General Data Protection Regulation (UK GDPR).
- Data Protection Act 2018.
- Education (Guidance about Costs of School Uniforms) Act 2021.
- DfE (2021) 'Cost of school uniforms'.
- DfE (2021) 'School Admissions Code'.
- DfE (2024) 'School uniforms: guidance for schools'.
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'.

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy.
- Positive Behaviour Policy.
- Pupil Equality, Equity, Diversity and Inclusion Policy.

5. Roles and responsibilities

The governing body 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 the school's uniform is accessible, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- 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 appropriate, practical, accessible and affordable for all pupils.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.
- Ensuring parents have access to the second-hand uniform available in school.

The headteacher is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is not following 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.
- Considering any requests from parents for individual children to have special dispensation with regard to school uniform, either for religious or medical reasons.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- 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 an amendment or an exemption to the uniform rules for a period of time, with a reason why, e.g. due to their child's protected characteristic, due to the cost of the uniform.
- Ensuring that their child's uniform is clean, presentable and the correct size.
- Naming all items which are sent into school.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption or amendment.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

6. Cost principles

The school will develop its uniform policy in relation to the following starting principles:

- The school will seek to ensure that the uniform is affordable. In so doing, the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.
- The school will seek to keep the use of branded items to a minimum and have recommended non-branded alternatives.
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- The school will seek to ensure that second-hand uniforms are available for parents to acquire. Information on second-hand uniforms will be published on the school's website.

Principles in practice

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school will keep variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum to ensure that pupils can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

The school will not require parents to purchase additional uniform for the purpose of any extra-curricular activity. This may involve but is not limited to, extra-curricular activities such as sport, music or drama. The school will keep branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element. Where the school requires an item of branded clothing, it will assess how prices can be kept as low as possible and put measures in place to facilitate this. This may include:

- Offering sew- or iron-on logo patches for jumpers that can be bought at non-specialist retailers, instead of requiring specific branded jumpers.
- Ensuring branded items are longer-lasting and unlikely to be worn out quickly.
- Making donated second-hand uniform available for purchase at a much lower price.

Optional branded items will also be kept to a minimum.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will continue to work with their supplier to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'Purchasing school uniform' section of this policy.

The school will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

The above consideration to cost will also apply to the school's PE kit, as no pupil should feel unable to fully participate in PE or represent their class or school because the PE kit is too expensive.

7. Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The relevant protected characteristics are:

- Sex
- Sexual orientation
- Religion or belief
- Race (including colour, nationality, ethnic or national origin)
- Disability

- Gender reassignment
- Pregnancy

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender or non-binary
- Are of a religious or cultural background that has specific dress requirements
- Have SEND and/or sensory needs.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

Gender

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the principles laid out in the 'Cost principles' section of this policy
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression.

Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, it is important that school policies are not compromised, such as school safety or discipline

Race

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on '[Preventing hair discrimination in schools](#)'.

SEND and medical conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

The school will ensure that it works with a supplier that acts in accordance with the school's values and principles on equality and inclusion.

8. Complaints and challenges

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

The school has an agreed procedure in place with its uniform supplier to deal with complaints about the supply and quality of uniforms.

In considering a complaint, parents should be aware that all staff have an expectation that pupils wear correct school uniform and the school will treat those not following this policy in a proportionate and fair way often including a discussion with the pupil's parents.

9. Finding and consulting suppliers

If the school is considering changing its suppliers and seeks a list of available suppliers, it will consider the following options:

- Consulting an industry body e.g. Schoolwear Association
- Researching local suppliers
- Consulting with other schools and networks

- Having informal discussions with potential suppliers to help determine the school's own needs

If the school prepares to request bids from potential suppliers, it will consider the following elements:

- What products parents will need
- Existing contractual commitments
- Length of tender process
- The school's evaluation process

10. Template documents

Schools will use the DfE's '[Procuring uniform supplies](#)' template documents to ensure that they undergo the procurement process correctly. The templates consist of an invitation to tender, a request for quotation, and a pricing schedule.

Schools will use the invitation to tender template to ask questions of suppliers. Schools will then use the pricing schedule to ask suppliers to submit their prices. Full instructions on how to use the templates are included in each of the documents.

11. Uniform assistance

The school will hold second-hand school uniforms in the [school office](#) for parents to access; information on accessing second-hand school uniforms will be made available on the school website.

Parents will be invited to donate their child's uniform when they no longer need it.

12. Adverse weather

All pupils will be advised to wear weather-appropriate clothing.

For hot temperatures, this includes wearing:

- Sun hat
- Tops that cover the shoulder area.
- Sunglasses with UV protection when outside and sun screen

Pupils will be advised not to wear any jumpers or blazers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing will be advised to stay in an area protected from the sun, or spare clothing is provided.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when outside.
- An additional base layer preferably white and with long sleeves
- Warm jumpers.
- Trousers, or skirts and thick tights.

13. Labelling and lost property

Parents will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name.

Any lost clothing will be taken to the lost property box in the first aid room. All lost property will be retained for one month and will be added to our second hand uniform shop if it is not collected within this time.

14. Monitoring and review

This policy will be reviewed annually by the headteacher.

The school will engage with parents and pupils when reviewing this policy.

Any subsequent changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.