



UNIFORM POLICY

Dormers Wells High School

**Maths, Computing, Applied Learning
and Leading Edge
Specialist School**

Ratified by Governors	March 2024
Review Date	March 2026
SLT Responsible	Mrs D Kullar

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This school policy must also be read and used in conjunction with the following school policies that relate to student behaviour and safety:

- Behaviour for Learning and Inclusion policy
- Equality policy
- Anti-bullying policy
- Complaints policy

Aims

At Dormers Wells High School we believe that school uniform is an important aspect of providing a sense of belonging and identity to our students.

We are proud to be an inclusive comprehensive school committed to meeting the needs of all of our students while maintaining high standards and ensuring the safety of our learning community.

Our uniform is reviewed regularly to ensure that it is cost effective and represents value for money.

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 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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all students 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 students
- Allow all students to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow students to wear headscarves and/or other religious garments
- Allow students with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with your child's Year Leader, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

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 branded items, or items that 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 where possible.
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items students could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

Expectations for school uniform

Our school's uniform

All students are expected to always wear their school uniform correctly. All students must wear school uniform in order to maintain equal opportunities for all to respect their religions and customs.

If students are not in full uniform, they will not be able to attend lessons. All uniform items should be of plain materials (i.e., no patterns, checks, shiny fabrics, etc.)

Uniform	
Plain black coat (no lettering or patterns)	Can be purchased from any shop
Black blazer with school and house badge *	House badge will be issued by school. Blazer and school badge from Fashion Mark or Kevins
House lanyard	House lanyard will be issued by school.
Black traditional school skirt of knee length or longer or Black traditional cut school trousers (full length)	Can be purchased from any shop
White school shirt	Can be purchased from any shop
Plain black V-neck traditional jumper (optional)	Can be purchased from any shop
School tie *	Fashion Mark or Kevins
Plain black/white socks or tights (plain black/ neutral)	Can be purchased from any shop
Plain black leather style shoes (laces should be black)	Can be purchased from any shop
Plain black hijab, turban or patka (if worn)	Can be purchased from any shop
PE Kit	
Plain black shorts, leggings, or tracksuit trousers (no logos)	Can be purchased from any shop
Dark blue polo T-shirt with school logo *	Fashion Mark or Kevins
Dark blue fleece with the school logo *	Fashion Mark or Kevins
Trainers	Can be purchased from any shop
Swimming costume or swimming trunks (not long or baggy shorts)	Can be purchased from any shop
Swimming hat	Can be purchased from any shop
Sweatband to cover bracelets/kara	Can be purchased from any shop

In addition to the uniform listed above, students must adhere to the following:

- Coats must not be worn in the school building. Denim, leather, or leather look jackets/coats are not permitted. Large oversize scarves/shawls must not be worn.

- Hats/caps are only to be worn outside the school building and should be plain black
- School shirt should be tucked in at all times with the top button done up
- Any belts worn should be black in colour with a **small buckle**
- Trainers or canvas shoes (e.g. Vans/Converse style) are not permitted instead of shoes
- Sweatshirts and hoodies are not permitted on school site
- Discrete make-up only
- Nail varnish is not permitted
- False nails are not permitted
- Only black hair accessories are permitted. Plastic headbands only
- No facial piercings (nose stud etc.) or visible tattoos
- Jewellery is not allowed except for one pair of small stud earrings and/or a watch and one visible religious token

The Hijab can be worn; however, the school shirt and tie must be visible.

Sikh students who have been baptised can wear the five "articles of faith" that must be carried at all times. The small Kirpan should be worn discreetly and out of sight. The Kara should be no more than $\frac{1}{2}$ cm in depth and width.

Students' hair and hair extensions should not be unnatural in colour. Tramlines and eyebrow slits are not permitted. Students not adhering to the rules will be expected to change their styles.

Where to purchase it

There are four uniform items (asterixed in the table) that need to be purchased at our uniform provider shops which are:

Fashion Mark Schoolwear
18 High Street
Southall
UB1 3DA

Kevins Schoolwear
17 The Broadway
Greenford
UB6 9PH

Second hand school uniform

We encourage students and parents to donate unwanted school uniform items to our school uniform shop. These will be available for purchase at a reasonable price on allocated sales days. Please contact our Parent Ambassador for more information.

Financial Support for School Uniform

Requests for financial support for items of school uniform will be considered by the school on a case by case basis, for pupil premium students.

If you require financial support please discuss this with your child's Year Leader in the first instance.

Expectations for our school community

Students

Students 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)

Students are also expected to contact their Year Leader if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Parents and carers

Parents and 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 are also expected to contact their child's Year Leader 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. This can be done via the school's complaints policy which can be accessed on the school's website.

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 students to make sure they are in correct uniform. They will give any student and families breaching the uniform policy the opportunity to comply but will follow up with the respective Year Leader if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the student's Year Leader.

In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform 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 and students
- Offers a uniform that is appropriate, practical and safe for all students

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 at least every 5 years.

Reviews and Operation of this Policy

The Governors have overall responsibility for the operation of this policy and it will be reviewed every two years.

Signed: _____ Date: _____

Chair of Governors: Tan Afzal

Signed: _____ Date: _____

Headteacher: Roisin Walsh