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# Uniform Policy

**Approval Date:** Oct 2023

**Review Date:** Oct 2024

## **Introduction**

At Dovecotes we pride ourselves in being smart, well-presented and ready for learning. It is our school policy that all children should wear the Dovecotes uniform when attending school, or when participating in school-organised events outside of normal school hours.

## **Aims and Objectives**

Our policy on school uniform is based on the belief that we are pleased to wear a Dovecotes uniform that:

- Promotes a sense of pride in our school;
- Helps to create a sense of community and belonging towards the school;
- Supports the school's commitment to inclusion and avoids discrimination in line with our legal duties under the Equality Act 2010;
- Is practical, smart, and designed with health and safety in mind;
- Is reasonable in cost for parents and carers.

## **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, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing Dovecotes uniform items based on sex, to give all pupils the opportunity to wear the Dovecotes uniform they feel most comfortable in or that most reflects their self-identified gender;
- Allow all pupils to have long hair (though we ask that it is tied back in a way that keeps it off their face for lessons and is tied back completely for P.E lessons);
- 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 symbols;
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Miss Challenor who can answer any questions about the policy and respond to any requests.

## **Limiting the Cost of Dovecotes Uniform**

Our school has a duty to make sure that the Dovecotes 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 the school logo) cannot be purchased from a wide range of retailers and limits parents' ability to 'shop around' for a low price.

We will make sure our Dovecotes 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 (such as the school logo) are necessary;
- making the wearing of items with the school logo on non-compulsory;
- allowing the wearing of alternatives to school-branded items;
- avoiding specific requirements for items such as coats and bags;
- keeping the number of optional branded items to a minimum;
- no difference in Dovecotes uniform requirements for different years;
- avoiding different Dovecotes uniform requirements for extra-curricular activities;
- making sure that arrangements are in place for parents to acquire second-hand Dovecotes uniform items;
- avoiding frequent changes to Dovecotes uniform specifications and minimising the financial impact on parents of any changes;
- consulting with parents and pupils on any proposed significant changes to the Dovecotes uniform policy and carefully considering any complaints about the policy.

### **Jewellery, Make-up and Nail Varnish**

For health and safety reasons, we do not allow children to wear jewellery. The exception to this rule is stud earrings in pierced ears. Children are required to remove all jewellery during P.E. lessons, including swimming, to prevent them from causing injury. Please note that teachers are not permitted to remove earrings.

Make up, nail varnish, facial/nose piercings or temporary tattoos should not be worn to school.

Pupils are permitted to wear a watch that counts their steps and is digital. Watches with cameras or that send/ receive messages, calls or notifications are not permitted. If learning is disrupted or pupils put themselves or others at risk with the use of their watch, they will have to remove it and give the watch to an adult.

### **Hair**

We do not allow pupils to dye or bleach their hair colour. Both semi-permanent and permanent hair colour is not recommended for children of primary school age for safety reasons as hair is more sensitive, susceptible to damage and more likely to experience reactions.

## **Footwear**

For health and safety reasons we do not allow children to wear shoes with high heels. All children are required to wear plain black shoes without logos as stated in the Dovecotes uniform list. If boots are worn these should also be plain black. Children may be asked to change into their PE shoes whilst inside the school building if they do not have the footwear which meets the school's expectations.

## **Where to Purchase Dovecotes School Uniform**

- The school office;
- Any local supermarket for non-branded items.

Please note that the school does aim to keep a store of second-hand uniform. Parents/carers may contact the school office for further details.

## **Expectations for our school community**

### **Pupils**

Pupils are expected to wear the correct Dovecotes 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.

Pupils are also expected to contact the headteacher if they want to request an amendment to the Dovecotes uniform policy in relation to their protected characteristics.

### **Parents and carers**

Parents and carers are expected to make sure their child has the correct Dovecotes uniform and PE kit, and that every item is:

- clean;
- clearly labelled with the child's name. (School cannot be responsible for confusion over clothing if this is not the case.)

Children who arrive at school wearing non-school uniform clothing, if possible, will be loaned an appropriate item from our lost property to wear for that day although this cannot be guaranteed. The same system will apply for children who do not have a PE kit.

Parents are also expected to contact the headteacher if they want to request an amendment to the Dovecotes uniform policy in relation to:

- their child's protected characteristics;
- the cost of the uniform.

All requests will be dealt with sensitively.

Parents are expected to lodge any complaints or objections relating to the Dovecotes school uniform in a timely and reasonable manner. Disputes will be 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 make sure they are in the correct Dovecotes uniform. They will give any pupils and families breaching the Dovecotes uniform policy the opportunity to comply, but will follow up with the headteacher if the situation does not improve.

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

### **Governors**

The governing body supports the headteacher in implementing the Dovecotes school uniform policy.

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 and with sensitivity;
- considers the views of parents and pupils;
- offers a Dovecotes uniform that is appropriate, practical and safe for all pupils.
- gives the highest priority to cost and value for money,

### **Dovecotes Uniform List**

- Royal blue jumper/cardigan or royal blue sweatshirt/cardigan with the embroidered school logo
- Plain white school polo shirt
- Grey/ Black trousers (no leggings)
- Grey/ Black pinafore dress or skirt\*
- Blue and White Check/ Stripe Dress
- Dark Grey or Black socks/ tights
- Black shoes – flat or small heel only – no trainers.

\*skirts should be an appropriate length and of a style which allows sitting comfortably on the floor.

Details of our Dovecotes school uniform list will also be detailed on the school's website.

## **PE kit**

When considering Dovecotes uniform for P.E. lessons, the health and safety of all pupils informs our decision-making.

Children will need:

- a plain white T-shirt and Navy Blue, Royal Blue or Black Shorts/Jogging Bottoms for P.E (no football kits or branded sportswear);
- plain black or white trainers for outdoor P.E lessons;
- black pumps for indoor P.E lessons;
- no jewellery (staff are not permitted to take out children's earrings);
- a bobble to tie back hair that is shoulder length or below;
- For Swimming lessons, trunks that are above the knee/ one piece swimming costume and a cap for children with hair that is shoulder length or below.

## **Monitoring Arrangements**

This policy will be reviewed annually by the headteacher. At every review, it will be approved by the full governing board.

## **Links to Other Policies**

This policy is linked to our:

- Behaviour policy;
- Equality information and objectives statement;
- Anti-bullying policy.