School Uniform Policy

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Review Date:	Sept 2027
Type of Policy:	School level policy

Revision Number	Date Issued	Prepared by	Approved	Personalised by school	Comments
2	04/09/26	SLT	Governors	N/A	Conversion to DCAT
3	07/09/26	SLT	Governors	N/A	No updates to report

Type of Policy	*Tick* ✓
DCAT Statutory Policy	
DCAT Non-statutory Policy	
DCAT Model Optional Policy	
Academy Policy	✓
Local Authority Policy	

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1. 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 parents and carers
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for academy uniform

2. Our academy'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 academy 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 all 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 Mrs Luke (Assistant Principal) who can answer questions about the policy and respond to any requests (office@dudleyinfantacademy.org.uk)

3. Limiting the cost of academy uniform

Our academy 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 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 where possible
- Limiting items with distinctive characteristics to low-cost 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 pupils 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 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 pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for academy uniform

4.1 Our academy uniform

- Red sweatshirt/cardigan/fleece (academy logo optional)
- White polo shirt (academy logo optional)
- Grey trousers, shorts or skirt
- Grey pinafore dress or red and white chequered dress
- Black, Grey tights
- Children should wear black school shoes
- Black PE shorts (jogging bottoms may be sent in during the winter if outdoors PE)
- White PE t-shirt (academy logo optional)
- Black plimsols
- Jewellery (other than earring studs) is not appropriate to the school environment because of the risk of injury in activities or loss during playtimes
- Red book bag recommended (academy logo optional)
- Rucksacks and bags are also acceptable, providing they can be hung securely on a school peg
- Coat suitable for the weather (dependant on time of year)

4.2 Where to purchase it

Sweatshirts, jumpers, polo shirts and other items including P.E. bags can be bought through Superstitch or Sussex Uniforms. These 2 companies sell items with the Academy logo on. Generic items such as plain polo shirts, trousers, dresses etc. can be purchased from other high-street retailers and many of the larger supermarket chains.

Second-hand school uniform can be purchased from our Parents of Dudley Group. There are opportunities throughout the academic year when second hand uniform can be purchased at planned events. Alternatively, the Parents of Dudley Group can be contacted via email: **parentsofdudley@outlook.com.**

5. Expectations for our academy community

5.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the academy premises
- Travelling to and from the academy
- At out-of-school events or on trips that are organised by the academy, or where they are representing the academy (if required)

5.2 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 the academy Principal 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 Trust complaints policy

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

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families not adhering to the uniform policy the opportunity to comply, but will follow up with the Principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the academy Principal.

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.

5.4 Board of Trustees

The Board of Trustees has delegated the review of this policy to the academy Local Board who make sure that it:

- Is appropriate for our academy context
- Is implemented fairly across the academy
- Takes into account the views of parents 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 at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed every five years by the academy Principal. Every review will include the requirement to consult with the academy Local Board who will subsequently report the outcome of the review to the Board of Trustees.

7. Links to other policies

This policy is linked to our:

- Academy Behaviour policy
- Equality information and objectives statement
- Equality and Diversity policy
- Academy Preventing bullying policy
- DCAT Complaints policy
- Parent and Visitor Code of Conduct