



# SCHOOL UNIFORM POLICY

Reference this policy is aligned to with LCC	n/a
Agreed with Support Staff Trade Unions	n/a
Adopted by the Governing Body	<b>Mar 2023</b>
Next Review Due	<b>Aug 2024</b>
Agreed with Teacher Trade Unions and Professional Associations	n/a

This policy is in line with the DfE's statutory '[Cost of school uniforms](#)' guidance. Schools are expected to be compliant with the majority of this guidance by September 2022; however, there are exceptions, such as where the school is tied into a contract with a supplier and where a competitive tender must be run to set up a new uniform contract. All schools should be fully compliant by September 2023 where possible. Read our [Up-to-speed on: Statutory 'Cost of school uniforms' Guidance](#) for more information

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## Statement of intent

Welland Park Academy believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all students, regardless of their protected characteristics or socio-economic circumstances.

For the purposes of this policy, **“uniform”** includes the following elements of students’ 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 students, is affordable, and provides the best value for money for both the school and student’ families.

We believe that students 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.

## 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 (2021) 'School uniforms'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- LGBTQ+ Policy
- Tendering and Procurement Policy

## Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the Principal 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 student because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, students and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's ['Cost of school uniforms'](#) guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The Principal 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 student is in breach of 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.
- Providing students with an exemption letter as appropriate, e.g. for a student who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that students dress in accordance with this policy at all times.
- Where appropriate to their role, disciplining students who are in breach of this policy.
- Ensuring that students 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 Principal if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Students are responsible for:

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

## Cost principles

The school will ensure that its school uniform is affordable and accessible to all students, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the Principal 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, students at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of students 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 student, 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 students, e.g. year group-specific items or house colours, to a minimum to ensure that students can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

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 blazers and 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, e.g. ties.
- Making donated second-hand uniform available for purchase at a lower price.

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 students, and that the best value for money is secured through reputable suppliers.

The school will work with multiple suppliers 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 '[School uniform supplier](#)' section of this policy.

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

## Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any protected characteristic very seriously. In line with this, 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 school will ensure that parents and students are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from students, and parents of students, 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 Principal 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 students with specific protected characteristics is outlined below.

**[The below text is a good practice example only. Ensure the information outlined in the following sections is edited in line with your school's specific circumstances, uniform requirements, and pupil composition – for example, if your school has a high proportion of Sikh pupils, you may wish to include information on how the dress requirements for this specific religion will be facilitated within your uniform policy.]**

### Gender

To avoid disproportionately impacting students 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 procedures laid out in the '[Cost principles](#)' section of this policy.
- Not directly requiring students of a certain gender to buy additional uniform, e.g. by requiring female students to buy both trousers and skirts.
- Not indirectly requiring students of a certain gender to buy additional uniform, e.g. by offering football in PE to only male students and requiring they buy football boots to participate.
- Not holding students of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

**[If your school requires pupils to wear gender-specific clothing, you must observe your legal duty to avoid discrimination and should allow the possibility for adaptations to the uniform for transgender pupils.]** 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 in line with the LGBTQ+ Policy.

### **Religion and belief**

To avoid disproportionately impacting students of a certain religion, belief or culture, the school will ensure that there is flexibility to allow students 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, the needs and rights of individual students will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

### **Race**

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

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

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

## 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.

## School uniform supplier

The school's current school uniform supplier is:

- **Uniform Direct**
- **54-56 Humberstone Gate, Leicester LE1 3PJ**
- **0116 251 1844**

The school uniform supplier will accept school uniform assistance vouchers.

The governing board will ensure that a written contract is in place with the supplier for branded items. The school will retender the uniform contract every [five years](#), whether changes to the uniform are made or not, in line with the Tendering and Procurement Policy.

The governing board will be able to demonstrate how uniform is procured at the best value for money. The Principal will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school will not sign contracts with suppliers before requesting visualisations and samples of proposed uniform.

The school will order new uniform each [December](#). Where the school is proposing to change suppliers, it will reach out to suppliers by [October](#) in the determination year.

## Uniform assistance

The school will support disadvantaged families in meeting the costs of uniforms. School uniform assistance will be provided via a voucher worth [£30](#) that can be spent on school clothing. The budget for the school uniform assistance scheme will be derived from [pupil premium funds](#).

**[Amend the following information to suit local arrangements.]** For parents to claim school uniform assistance, their children should be eligible for [FSM](#). Eligibility will be determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the student.

Families who meet the criteria will be asked to complete a School Uniform Assistance Application Form and return it to the [school office](#).

The school will hold second-hand school uniforms in the [school office](#) for parents to access; access to these uniforms will be made available upon request made to the headteacher.

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



## Non-compliance

Staff will be permitted to discipline students for breaching this policy, where relevant to their role, in accordance with the school's Behaviour Policy.

The Principal, or a person authorised by the Principal, will be permitted to ask a student to briefly go home to remedy breaches to the school's uniform. When deciding whether to allow a student to return home, the member of staff will consider the student's age and vulnerability, the length of time it will take, and the availability of the student's parents. A parent will always be contacted before sending the student home – if contact with the student's parent cannot be made, the student will remain in school.

Where a student has been sent home to rectify uniform breaches, the absence will be recorded as 'authorised'. If a student repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence will be recorded as 'unauthorised'.

Parents will be notified of student' breaches of school uniform in all cases.

## School uniform

### Clothing

The school uniform is as follows:

**[Amend the following table to suit your school's requirements. Make sure your published uniform policy clearly states whether each item is optional or required. If the item is only used in certain circumstances or at particular times of the year, then this should be made clear. The policy should also make clear whether a generic item will be accepted or if a branded item is required.]**

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
<b>Regular school uniform</b>				
<a href="#"><u>Grey blazer</u></a>	<a href="#"><u>Required</u></a>	<a href="#"><u>School logo on right-hand side</u></a>	<a href="#"><u>Branded blazer available from school supplier or second-hand from school office.</u></a>	<a href="#"><u>£XX.XX</u></a>
<a href="#"><u>School tie</u></a> <a href="#"><u>KS3 – Burgundy</u></a> <a href="#"><u>KS4 - Silver</u></a>	<a href="#"><u>Required</u></a>	<a href="#"><u>School logo on front</u></a>	<a href="#"><u>Available from school supplier and school office</u></a>	<a href="#"><u>£6.00</u></a>
<a href="#"><u>White shirt</u></a>	<a href="#"><u>Required</u></a>	<a href="#"><u>No branding</u></a>	<a href="#"><u>Available from school supplier, second-hand from school office, and from regular retailers</u></a>	<a href="#"><u>£XX.XX</u></a>
<a href="#"><u>Black trousers or knee-length black pleated skirt</u></a>	<a href="#"><u>Required</u></a>	<a href="#"><u>No branding</u></a>	<a href="#"><u>Available from school supplier, second-hand</u></a>	<a href="#"><u>£XX.XX</u></a>

			<a href="#">from school office, and from regular retailers</a>	
<a href="#">Sensible, plain, polishable black shoes</a>	<a href="#">Required</a>	<a href="#">No branding</a>	<a href="#">Available from regular retailers</a>	<a href="#">N/A</a>
<b>PE kit</b>				
<a href="#">Sports t-shirt</a>	<a href="#">Required</a>	<a href="#">No branding</a>	<a href="#">Available from school supplier</a>	<a href="#">£XX.XX</a>
<a href="#">Plain black shorts or red and black skort</a>	<a href="#">Required</a>	<a href="#">No branding</a>	<a href="#">Available from school supplier or from regular retailers</a>	<a href="#">£XX.XX</a>
<a href="#">Trainers/Football Boots</a>	<a href="#">Required</a>	<a href="#">No branding</a>	<a href="#">Available from regular retailers</a>	<a href="#">N/A</a>
<a href="#">Black Fleece</a>	<a href="#">Optional</a>	<a href="#">No branding</a>	<a href="#">Available from school supplier, second-hand from the school office or from regular retailers</a>	
<a href="#">Reversible Sports Shirt</a>	<a href="#">Required</a>	<a href="#">No branding</a>	<a href="#">Available from school supplier or second hand from the school office</a>	
<a href="#">Red Sports Socks</a>	<a href="#">Required</a>	<a href="#">No branding</a>	<a href="#">Available from school supplier or second hand from the school office</a>	

Students who are wearing skirts will also be required to wear [black tights](#). Black jeans will not be permitted.

The school will not consider trainers or high heels suitable school shoes; however, block heels of no more than [3cm](#) can be worn.

**[Where a school PE kit is not required, as in the example above.]** Parents who do not wish to buy the optional branded PE kit must acquire a PE kit meeting the following criteria:

- [Plain T-shirt with no branding or logos from professional sports teams](#)
- [Plain shorts or tracksuit bottoms with no branding or logos from professional sports teams](#)
- [Suitable trainers](#)
- [Other suitable sports footwear, e.g. football boots, if required](#)

Parents are responsible for ensuring their child brings their PE kit to school when needed.

### **Jewellery**

The school rules on jewellery are as follows:

- [One pair of stud earrings may be worn in the lower lobe – no other piercings are permitted.](#)
- [A smart and sensible wrist watch may be worn.](#)

Students will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

### **Bags**

Students must use an appropriately-sized waterproof bag to carry their books and equipment. It must hold A4-sized workbooks comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases will not be permitted.

The school will discourage students from bringing valuable bags to school. The school will not be liable for lost or damaged school bags.

### **Hairstyles and headwear**

The school reserves the right to make a judgement on whether a student's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any student by virtue of their protected characteristics. Each individual student's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Students with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- [Brightly-coloured dyed hair](#)
- [Headwear with bold patterns or colours](#)
- [Excessive hair accessories](#)
- [Headwear featuring inappropriate words or images](#)

### **Makeup and cosmetics**

The school rules on makeup and cosmetics are as follows:

- [Only natural-looking makeup is permitted](#)
- [False nails and nail extensions are not permitted](#)
- [Only clear nail varnish may be worn](#)
- [Temporary tattoos are not permitted](#)

Students wearing excessive makeup will be required to remove it.

Failure to comply with uniform expectations will result in a loss of social time until expectations are met.

## **Adverse weather**

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

For hot temperatures, this includes wearing:

- [Tops that cover the shoulder area.](#)
- [Sunglasses with UV protection when outside.](#)

Students will be advised not to wear any jumpers or blazers during heatwaves. If outside during break times, students 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.](#)
- [Warm jumpers.](#)
- [Trousers, or skirts and thick tights.](#)

## Labelling and lost property

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

Any lost clothing will be taken to the lost property box in the [school office](#). All lost property will be retained for [one month](#) and will be disposed of if it is not collected within this time.

## Monitoring and review

This policy will be reviewed [annually](#) by the chair of governors and the headteacher. The next scheduled review date for this policy is [date](#).

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