



# DSA Uniform

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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 families.
- 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:

- Make sure that our uniform costs the same for all pupils.
- Allow all pupils to have long or short hair (although 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 academy and makes them feel most comfortable.

- 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.
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Headteacher, who can answer questions about the policy and respond to any requests.

### 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 academy uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have a academy 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 families.

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary.
- Limiting any items with distinctive characteristics where possible, for example, by only asking that specific and optional items carry the academy logo.
- Limiting items with distinctive characteristics to low-cost or long-lasting items, eg. PE kit
- Avoiding specific requirements for items pupils could wear on non-academy days, such as bags and trainers.
- Keeping the number of optional branded items to a minimum so that the academy's uniform can act as a social leveler.
- Avoiding different uniform requirements for extra-curricular activities.
- Making sure that arrangements are in place for parents to acquire second-hand uniform items from our Uniform Bank of high-quality new and used uniform.
- Avoiding frequent changes to uniform specifications and supporting or 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's uniform

#### Clothing

- A blue jumper, sweatshirt or cardigan (logo optional).

- A white polo shirt (no tie) or button shirt (with tie).
- A blue and gold striped tie.
- Grey trousers, shorts, skirt, pinafore or blue checked summer dress.
- A suitable coat or rain jacket.

#### **Footwear**

- Black flat shoes that cover the toes and heel.
- Grey, white, black or navy socks or tights.

#### **Hair**

- Hair bobbles and bands should remain within the academy colours of white, black, grey and blue.
- Pupils with long hair should have it tied back (for Health and Safety, and hygiene reasons).

#### **Jewellery**

- An analogue or digital watch.
- Flat-backed stud earrings.

## **4.2 Our academy's PE uniform**

#### **Clothing**

- Plain black shorts, tracksuit bottoms or leggings (unbranded/logo optional).
- Plain black jumper, sweatshirt or hoody (unbranded/logo optional).
- Plain white polo or t-shirt (unbranded/logo optional).

#### **Footwear**

- Trainers.

#### **Hair and Jewellery**

- As above; however, jewellery should be removed for PE. We expect children to be able to remove their own earrings, or alternatively, for them not to be worn at all on PE days.

### 4.3 Additional Information

Coats can be any colour or style as long as they provide adequate protection from the elements. Even during summertime, pupils should bring a raincoat to academy, just in case.

Academy bags can be any appropriate bag. We do recommend our academy branded book bags as they are cost effective and are the correct size for our reading books. Academy book bags are available to purchase.

Swimming kit is a one-piece swimming costume, trunks or swim shorts (not below the knee). Goggles and a swimming hat should also be worn. Long hair will be tied up underneath the swimming hat.

### 4.4 Where to purchase our uniform

Our uniform can be purchased from:

- Morley's School Uniform Shop – Nottingham Road (opposite Lidl).
- Uniformity – Borrowash.
- Uniform Direct – Babbington Lane.

Our uniform can also be purchased from most high street clothing shops and supermarkets.

### Uniform Bank

We offer a uniform bank with new and used school uniform for you to take at any point in the year. This can be found in the entrance to the Foundation Stage and Key Stage One building.

## 5. Expectations for our academy community

### 5.1 Pupils

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

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

Families are also expected to contact the Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics or other needs e.g. SEND. This will then be discussed at the weekly Priority Pupil meeting and if agreed, will be marked as a reasonable adjustment.

### 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 and the correct size for the child.

Parents are expected to lodge any complaints or objections relating to the academy uniform in a timely and reasonable manner using the academy's complaints policy.

Disputes about the cost of the academy uniform will be:

- Resolved locally.
- Dealt with in accordance with the 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.

When pupils are not wearing school uniform and are therefore in breach of the uniform policy, this will be referred to the weekly Priority Pupil meeting and a member of staff will contact families to discuss the issue, then either offer support or give them the opportunity to comply with the policy.

Ongoing breaches of our uniform policy will be dealt with by a member of the academy's Senior Leadership Team or, if required, by the Headteacher.

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. Staff will seek to provide either material or financial support for families in need. Families may be able to request assistance through the St Ralph Sherwin Education Support Fund with the cost of uniform under the following circumstances:

- Their household income is less than £25,000 per year.
- Their parents are currently claiming other means-tested benefits, including Income Support, Working Tax Credit/Child Tax Credit/Income-Based Employment and Support and Allowance/Universal Credit provided the student is not entitled to Free Academy Meals.
- At the sole discretion of the Headteacher - any student who does not fall under the categories above but considers themselves to be in a state of financial hardship.

### 5.4 Governors

The governing board will review this policy and make sure that it:

- Is appropriate for our academy's context.
- Is implemented fairly across the academy.
- Takes into account the views of parents and pupils eg. through the Parent, Staff and Governor Working Party.
- Offers a uniform that is appropriate, practical and safe for all pupils.

The board will also make sure that the academy's uniform supplier arrangements give the highest priority to cost and value for money, including by avoiding single supplier contracts and by re-tendering contracts (where required) at least every 5 years.

This policy is linked to our:

- Behaviour and Attitudes policy.
- Equality information and objectives statement.

- Anti-bullying policy.
- Complaints policy.