



# Uniform and Equipment Policy

Date of review	September 2023	Review period	3 years
Date of next review	June 2025	Author	S Welsh
Type of policy	Statutory	Approval	Head Teacher

## **Statement of intent**

Boldon School 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.

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, and is affordable and the best value for money for the school and students' families.

We believe that students learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

## **Legal framework**

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Equality Policy
- Finance Policy and Procedures

## **Roles and responsibilities**

The governing board is responsible for:

- Establishing, in consultation with the Head Teacher 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 and inclusive, and does not disadvantage any student by virtue 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 how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The Head Teacher is responsible for:

- Enforcing the school's uniform 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 top.

Staff members are responsible for:

- Ensuring that students dress in accordance with this policy at all times.
- 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 Head Teacher if their child requires a more relaxed uniform policy for a period of time, including 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 Head Teacher 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 is committed to ensuring 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 Head Teacher will ensure that the school's uniform policy does 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 due to costs.
- 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 keeps variations in school uniform to a minimum where possible to ensure that students can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The school keeps 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, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective students, and that the best value for money is secured through reputable suppliers.

The school works with suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does 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 amend uniform requirements regularly and will take the views of parents and students into account when considering any changes to school uniforms.

### **Equality principles**

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all students are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any students by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school will ensure that parents and students are consulted over any changes to school uniform, and that views and advice is sought specifically from students, and parents of students, who:

- Are transgender, including non-binary students.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that students are not 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 students are supported to access the uniform that best reflects their gender expression in line with the Equality Policy.

The school ensures that students who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual students are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Head Teacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of students with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, 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 endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a student to accommodate particular social and cultural circumstances.

### **School uniform supplier**

Our current school uniform supplier is:

JK Schoolwear and Workwear Ltd

52 - 54 Ellison Street

Jarrow

NE32 3HX

0191 4280268

Our PE kit supplier is:

Bolams

South Shields

NE33 5BZ

0191 3409311

### **Uniform assistance**

The school supports vulnerable families in meeting the costs of uniforms. Families who are having difficulty meeting the costs of supplying a school uniform can contact the school and we can arrange for discreet arrangements to be made to support costs.

The school has arranged for a local food bank to hold a supply of second-hand school uniforms which parents can access; access to these uniforms is available upon request made to the school. Parents are invited to donate their child's uniform when they no longer need it.

### Non-compliance

Staff members are permitted to discipline students for breaching this policy, in accordance with the school's Behaviour Policy.

The Head Teacher, or a person authorised by the Head Teacher, is 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 school considers the student's age and vulnerability, the length of time it will take, and the availability of the student's parents.

Where a student has been sent home to rectify uniform breaches, the absence is recorded as 'authorised'.

If a student repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence is counted as 'unauthorised'.

Parents will be notified in all cases.

### School uniform

#### Clothing

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire
<b>Regular school uniform</b>			
Black sweatshirt	Required	School logo on left-hand side	Branded sweatshirt available from school supplier and second hand from local food bank
White polo shirt	Required	School logo on left hand side - Logo Optional	Available from regular retailers, second hand from local food bank.
Black trousers or black skirt * ( <u>with</u> tights or socks)	Required	No branding	Available from school supplier, second hand from local food bank and available from regular retailers.

Sensible, polishable, plain black shoes	Required	No branding	Available from regular retailers.
<b>PE kit</b>			
Burgundy clima-cool t-shirt	Required	School logo on left-hand side	Available from school supplier.
Burgundy ¼ zip	Required	School logo on left-hand side	Available from school supplier.
Plain black shorts/leggings	Required	School logo on left-hand side	Available from school supplier.
Black Socks	Required with shorts	No branding	Available from school supplier.
Sensible trainers	Required	No branding	Available from regular retailers.

Trainers are not considered suitable footwear. High heels are not permitted; however, block heels of no more than 3cm can be worn.

\* Skirts must be knee-length and worn with tights. Black jeans or leggings of any kind are not permitted.

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

### **Jewellery**

Permitted jewellery that may be worn is:

- One pair of stud earrings – no other piercings are permitted.
- A smart and sensible wrist watch.

Jewellery is the responsibility of the student and not the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

### **School bag**

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

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

The school encourages students to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

### **Hairstyles**



The school reserves the right to make a judgement on where students' hairstyles or hair colours are inappropriate for the school environment; however, 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 provide a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles are not considered appropriate for school:

- Brightly-coloured, dyed hair.
- Headwear with bold patterns or colours.
- Excessive hair accessories.
- Short/ buzz cut/ shaved heads.

### **Makeup**

The school rules on makeup are as follows:

- Students are allowed minimal make up, however, students wearing excessive make up are required to remove it or, if appropriate, will be sent home to remove it.
- False nails and nail extensions are not permitted.
- Only clear nail varnish may be worn.
- Temporary tattoos are not permitted.

### **Adverse weather**

All students are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

For hot temperatures, this includes wearing:

- Tops that cover the shoulder area.
- Sunglasses with UV protection when outside, where possible.

Students are advised not to wear any jumpers during heatwaves. If outside during break times, students not wearing sun-safe clothing are advised to stay in an area protected from the sun.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside.
- Warm jumpers that conform to the school's uniform policy.
- Trousers, or thick tights with skirts.

Any outside clothing must be removed upon entering the building

### **Labelling**

All students' clothing and footwear should be clearly labelled with their name.

Any lost clothing is to be taken to the lost property box in the school reception. All lost property is retained for one week and is disposed of if it is not collected within this time.

### **Equipment**

Students require, which can be purchased from reception;

- 2 blue/ 2 black and 1 green pen (bic)
- 1 ruler
- 1 pencil
- 1 eraser and pencil sharpener

Student also require: -

- A scientific calculator