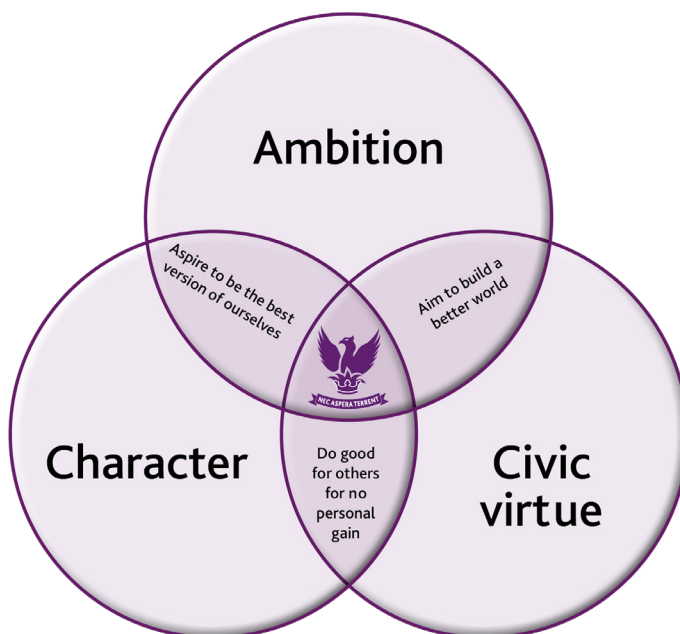


SCHOOL UNIFORM POLICY

Ratified by the Governing Body 13 December 2022



DRAYTON MANOR HIGH SCHOOL





DRAYTON MANOR HIGH SCHOOL

SCHOOL UNIFORM POLICY

1. AIMS

School uniform has an important role in supporting our school aims, objectives and ethos. It helps to create a sense of belonging across the school community and supports in creating an environment which allows students to focus on their studies, free from the societal pressures and distractions of following fashions and purchasing expensive designer items to wear to school. This can be particularly important for students who face financial difficulties and for whom meeting the daily demands of purchasing expensive and fashionable clothes would be an added pressure to their lives.

In 2018, a research project was undertaken by an organisation called 'AskEddi' in collaboration with the Association of School and College Leaders (ASCL) to investigate the reasons for patterns of low attendance to school nationally. The research findings established that one such day was the 14 December and that the reason was that this date was adopted by many schools nationally as Christmas Jumper Day. Families and students identified that the addition of a day which required the purchase of a specific item of clothing meant they chose to keep children home, or the children themselves chose not to attend to avoid peer pressure. Drayton Manor recognises that such activities can create challenges for our students and families and therefore believes that a school uniform which demonstrates good value for money can play an important role in promoting equality across the student body.

In addition, 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 school uniform

2. 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:

- Make sure that uniform costs are broadly the same for all pupils
- Allow pupils to request changes to swimwear for religious reasons

- Allow pupils to wear headscarves and other religious or cultural symbols (as appropriate)
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with our Assistant Head (Inclusion), who can answer questions about the policy and respond to any requests

3. LIMITING THE COST OF SCHOOL UNIFORM

Our school 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' to ensure good value for money.

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:

- Allowing for as many items as possible to be purchased from a wide range of retailers including supermarkets so that parents and carers can shop around
- Limiting any items with distinctive characteristics to long-lasting items such as school ties and blazers. Plain blazers may also be purchased and the logo ironed onto the pocket to keep costs low.
- Avoiding specific requirements for school branding on items students could wear or use on non-school days, such as coats and bags
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- 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

The school has carried out an exercise of comparing items on its school uniform list with those available from local supermarkets and has introduced an option of colour in trousers to allow for greater choice and range of supplier. In accordance with the value for money principle the school is working with its supplier to ensure that uniform quality and durability, along with reasonable pricing, are of paramount importance. Over 80% of the uniform can be purchased from a range of supermarkets and does not need to be sourced directly from specialist school uniform shops.

4. EXPECTATIONS FOR SCHOOL UNIFORM

4.1 Our school's uniform

UNIFORM - GIRLS

Requirements are kept to a minimum and details are given below. School dress should be smart and practical for day wear. Extremes of fashion in hair style or colour, in skirt style or length or in trouser style or length, or in shoes, ornate buckles, belts, hair ribbons or other accessories are not suitable. Earrings should be small plain studs or sleepers only and limited to one pair to be worn in the ear lobes. Expensive watches should not be worn, and the wearing of jewellery is restricted to items of a religious symbolism which should be worn under school uniform.

All girls are expected to wear to and from school and on official school occasions

- Navy blue blazer with school badge and school tie
- A navy blue skirt, 'A' line or pleated, that is no shorter than knee length (please ensure that a suitable length skirt is purchased to allow for this and growth) or navy blue tailored full length trousers (jeans, cords or similar wear are not allowed)
- A plain white non-fitted school shirt with a top button to accommodate school tie
- A pullover (must be v-necked and navy blue in colour)
- Black shoes which can be polished (boots/trainers/sports shoes/mules/high heels are not acceptable)
- Plain navy blue, black or fawn tights or plain navy blue socks
- Outdoor clothing should be suitable for school and all coats must be plain black or navy blue only with no logos, reflective strips, brightly coloured or metallic zips and buttons (gilets, leather coats, short fashionable jackets, brightly coloured anoraks or coats, coats with any type of fur on them, hoods with white fleecy or brightly coloured lining, hooded sweatshirts are not suitable).

GAMES & PHYSICAL EDUCATION

GAMES

- Reversible Amber/Navy Shirt with collar
- Navy blue outdoor socks
- Studded footwear/football boots
- Navy shorts
- Navy jogging bottoms (optional - for outdoor games in winter months only)
- Navy sweat top (optional - for outdoor games in winter months only)

PE

- White sports shirt with collar
- Navy blue shorts
- White ankle socks
- White trainers (not plimsolls - soles must not be black)

SWIMMING

- Swimming Costume
- Swimming Hat
- Towel

UNIFORM - BOYS

Requirements are kept to a minimum and details are given below. School dress should be smart and practical for day wear. Extremes of fashion in hair style or colour, in trouser style or length, or in shoes, ornate buckles, belts, or other accessories are not suitable. Earrings should be small plain studs or sleepers only and limited to one pair to be worn in the ear lobes. Expensive watches should not be worn, and the wearing of jewellery is restricted to items of a religious symbolism which should be worn under school uniform.

All boys are expected to wear to and from school and on official school occasions

- Navy blue blazer with school badge and school tie
- Mid-grey trousers (jeans, cords or similar wear are not allowed) which should hang down to the shoes and should not be tucked in to socks
- A plain white shirt
- A pullover (must be v-necked and navy blue in colour)
- Navy socks
- Black shoes which can be polished (trainers/sports shoes are not acceptable)
- Outdoor clothing should be suitable for school and all coats must be plain black or navy blue only with no logos, brightly coloured or metallic zips and buttons (gilets, leather coats, short fashionable jackets, brightly coloured anoraks or coats, coats with any type of fur on them, hoods with white fleecy or brightly coloured lining, hooded sweatshirts are not suitable).

GAMES & PHYSICAL EDUCATION

GAMES

- Reversible amber/navy shirt with collar
- Navy outdoor socks
- Studded footwear/football boots
- Navy shorts
- Navy jogging bottoms (optional - for outdoor games in winter months only)
- Navy sweat top (optional - for outdoor games in winter months only)

PE

- White sports shirt with collar
- Navy shorts
- White ankle socks
- White trainers (not plimsolls - soles must not be black)

SWIMMING

- Swimming trunks (above the knee)
- Swimming Hat
- Towel

4.2 Where to purchase it

The official school uniform for Drayton Manor High School is available from the following stockist:

Kevin's Schoolwear

17 The Broadway

Greenford

UB6 9PH

The school and Parent Teacher Association (PTA) will arrange a second-hand uniform sale to help get donated uniform and second-hand uniform to those families in need.

5. EXPECTATIONS FOR OUR SCHOOL 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 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 (if required)

Pupils are also expected to contact the Assistant Head (Inclusion) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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:

- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact the Head of Year if they want to request an amendment to the uniform policy in relation to their child's protected characteristics or if they require support for purchasing uniform. The school is able to offer support to families to provide adequate uniform in a range of ways.

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 school's complaints policy

The school 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 breaching the uniform policy the opportunity to comply, but will follow up with the Head of Year if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in accordance with the school behaviour policy.

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 and the pastoral team will support by providing uniform from our donations which are clean and in excellent condition.

5.4 Governors

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
- 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 and by re-tendering contracts at least every 5 years.

6. MONITORING ARRANGEMENTS

This policy will be reviewed every three years by the Senior Team. At every review, it will be approved by the Curriculum Student Welfare and Premises Policy.

7. LINKS TO OTHER POLICIES

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy