

DARRICK WOOD SCHOOL

UNIFORM POLICY

Reviewed: June 2022

Agreed: June 2022

Person Responsible: Head Teacher

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 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:

- 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 contact the relevant year group Achievement Coordinator, who will then liaise with the Senior Leadership Team about the issue.

3. Limiting the cost of school uniform

In March 2022, we surveyed parents/carers regarding the Darrick Wood School uniform. The overall message from the survey was that parents/carers would appreciate anything the School could do to lower the cost of our uniform whilst not reducing durability and comfort. They would also wish it to be more available in shops other than our preferred suppliers and also online.

Darrick Wood School benefits from a well supported PSFA which holds regular second hand uniform sales. This means that low cost school uniform can be purchased. It also has two local suppliers of new uniform, the competition between the two helping to keep costs in check. With the main colours being brown and yellow, items of uniform that do not have logos on can be difficult to find other than from our suppliers. In the parent survey most parents did not, however, indicate support for changing the colour of the uniform, perhaps because the School is very well known locally by the colour of its uniform.

All schools have a duty to make sure that the uniform required 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 therefore ensure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible. For example, pupils may choose whether to wear a branded blazer, cardigan or jumper
- 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 years (other than different tie in Year 11)
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters, labels or wearing a sash (e.g. at Sports Day)
- 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 school uniform

4.1 Our school's uniform

Our school uniform is similar for all pupils in Years 7-10. In Year 11, a different distinctive tie may be worn. In the 6th Form, students are expected to wear suits.

Uniform gives a corporate unity to the School and we therefore insist upon the wearing of it. The official suppliers are 'Graduates Limited' at 201 High Street, Orpington and 'OZ' of 6 Chatsworth Parade, Petts Wood.

We attach great importance to the conduct and appearance of the children as they come to and from school. Smart uniform and good behaviour indicate a pride in the community to which the pupils belong.

The School Rules specify that School uniform must be worn to and from school.

Branded items such as shirts, blouses, blazers, ties, trousers and skirts must be purchased from the School's uniform suppliers who will advise which items are Darrick Wood uniform. Second hand uniform may also be worn, available from the PSFA who hold regular sales at the School.

There are two versions of our uniform from which to choose and some items can be worn with either uniform option:

Uniform A

Honey-gold blouse

Dark brown single-breasted cardigan or V-necked jumper with School logo in plain knit

Dark brown pleated skirt no shorter than knee length and worn with dark brown or fawn tights or white socks

Dark brown trousers may be worn instead of the skirt, worn with dark brown, black or fawn socks. The blouse and cardigan or V-necked jumper may be replaced with the honey-gold shirt worn with school tie and blazer with school badge

Uniform B

Honey-gold shirt worn with the school tie

Dark brown V-necked jumper in plain knit

Dark brown blazer with the school badge

Dark brown trousers

Dark brown, black or fawn socks

Uniforms A and B

Hair bands, if worn, should be plain dark brown, black, gold, or white. Sensible, plain, dark brown or black leather shoes (not suede, moccasins or trainer style) with heels no higher than 3cm. Trainers may not be worn in school, except in PE or Drama lessons. Boots may not be worn.

Outerwear must be plain dark brown or black (without large logos) – leather coats will not be allowed

A plain black or brown scarf may be worn

Science overall in white

Bags must be a plain colour and large enough to hold A4 books and folders

Optional items

An overall for Art and Pottery and a vinyl-coated apron for Food Technology

PE Kit

All PE kit, except socks, must have the School badge and should be purchased from our uniform suppliers:

Compulsory branded items for all pupils:

Black School T-shirt with badge

Black School shorts with badge

Yellow Football socks with black top and/or unbranded white sports socks

Compulsory, unbranded items for all pupils:

Trainers: pupils should have supportive sports trainers. Converse, Vans and other non-supportive trainers will not be allowed

Optional branded items:

Black tracksuit trousers with badge

Black leggings with badge

Black ¼ zip top with badge

Black School rugby shirt with badge

Other items required on occasions:

Football boots must not be blades but can be studded or moulded

Shin pads

Gum shield for Rugby during winter

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 their Achievement Coordinator 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:

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

Parents are also expected to contact their child's Achievement Coordinator 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 the 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 Teacher if the situation doesn't improve.

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

5.4 Governors

The Governing Body will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the School
- Takes into account the views of parents and pupils

- Offers a uniform that is appropriate, practical and safe for all pupils

The Governing Body 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 two years. At every review, it will be approved by Full Governing Body.

7. Links to other policies

This policy is linked to our:

- Behaviour Policy
- Equality Policy
- Prevention of Bullying Policy
- Complaints Policy