



## **SCHOOL UNIFORM POLICY**

Tees Valley Education Trust

Version:	1.0
Next Review date:	August 2024
Director Lead:	Emma Lowe
Operational Lead:	Emma Lowe
Document Reviewer:	Emma Lowe
Statutory (Y/N):	N
Published on the website (Y/N):	N
Type of document:	Policy
Approved by:	Trust Board

## School Uniform Policy

### Statement:

At Tees Valley Education MAT all of our academies respect and value all children and are committed to providing a caring, friendly and safe environment for all our pupils, so they can learn in a relaxed and secure atmosphere. We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment, and feel part of a whole school community. We strongly believe wearing a school uniform forms part of this whole school ethos. Upholding these values is the responsibility of every adult employed by, or invited to deliver services at any of our academies.

### Consultation:

This policy has been written in consultation with representative parents, children (via the academy council), teachers, local academy committee, Trust Board members and Trust SLT.

### 1. Introduction

1.1. The Department for Education (DfE) strongly encourages schools to have a school uniform. This policy sets out Tees Valley Education MAT's policy and approach on uniform and confirms each TVED academies commitment to providing value for money to parents and ensuring that no pupil is discriminated against due to their gender, disability, religion or belief, economic circumstances or social and cultural background.

1.2. The school uniform helps ensure that pupils of all races and backgrounds feel welcome. It helps to protect children from social pressures to dress in a particular way; and nurtures cohesion, promoting good relations between different groups of pupils. Above all, the school uniform supports effective teaching and learning.

1.3. This policy follows the DfE statutory guidance 'Cost of school uniforms', published 19 November 2021. It is both a Trust wide and academy policy, with specific uniform items (academy colours) will be referenced on Academy websites and welcome packs.

<https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms>

<https://www.gov.uk/government/publications/school-uniform>

### 2. Aims and objectives

2.1. Our policy is based on the notion that school uniform:

2.1.1. promotes a sense of pride in the school in line with our ethos;

2.1.2. engenders a sense of identity and belonging towards the school community;

2.1.3. supports positive behaviour and discipline;

2.1.4. is practical, affordable and smart;

2.1.5. makes students feel equal and encourages cohesion;

2.1.6. has been designed with health and safety in mind; and

2.1.7. supports sustainability.

### **3. Roles and Responsibilities**

3.1. The roles and responsibilities of the Trust Board, Trust Directors, Local Academy Committee, Headteacher, teachers, parents and pupils in relation to school uniform are set out at Schedule 2 of this policy.

### **4. School Uniform Cost and Availability**

4.1. In accordance with the School Admissions Code and the DfE statutory guidance 'Cost of school uniforms', TVED MAT and each of its academies will ensure the uniform policy does not discourage parents from applying for a place for their child at the academy.

4.2. TVED and its academies are committed to meeting the DfE's recommendations and guidance on costs and value for money. Care is taken to ensure that school uniforms are affordable for current and prospective pupils, working with multiple suppliers to obtain best value for money and avoiding exclusive single supplier contracts or cash-back arrangements.

4.3. The academy minimises any changes to the school uniform, taking into account the views of parents and pupils when considering any proposed changes.

4.4. The academy makes provision for second-hand uniforms to be available, which can particularly benefit parents on low incomes. Parents are encouraged to donate second-hand clothing which is of a satisfactory quality and which is no longer required, so this can be used by other parents. Parents may also wish to access the Community School Clothing Scheme, a Community Interest Company (CiC) which provides a free service to assist families in need within the North East and UK wide. Other suppliers are detailed in Schedule 1 of this Policy.

### **5. Equal Opportunities**

5.1. Each academy is committed to promoting equality and ensuring that this policy or the application of this policy does not discriminate unlawfully.

5.2. Reasonable adjustments will be made to the uniform policy where it places a disabled pupil under the Equality Act 2010 at a substantial disadvantage compared to pupils who are not disabled.

5.3. A key priority is that the academy will ensure that reasonable steps will also be taken by the academy to ensure that the cost of girls' and boys' uniforms are not disproportionate.

5.4. The academy will ensure that its uniform is as gender neutral and inclusive as possible.

5.5. Some religions and beliefs may require their members to conform to a specific dress code. The academy does not discriminate against any religion or belief and will endeavour to allow religious requirements to be met where possible, whilst weighing up the needs and rights of individual pupils against the cohesion and health and safety concerns of the entire academy community.

5.6. Any request by a parent or pupil for any particular religious item to be worn, or any request for a change to the uniform policy, shall be considered on a case-by-case basis by the Headteacher and Local Academy Committee.

## **6. School Uniform**

6.1. Schedule 1 sets out the school uniform to be worn at the academy. If parents are in any doubt about any aspect of school uniform, then please check with the Headteacher, Front Office team or Pastoral & Welfare lead before proceeding. We strongly advise parents to place the pupils' initials inside all items of clothing; the Trust or Academy cannot be held accountable for lost items of uniform.

## **7. Jewellery**

7.1. The academy does not allow pupils to wear jewellery in school due to health and safety concerns. The exceptions to this rule are (1) one pair of small stud ear-rings in pierced ears that can only be worn if pupils are able to remove them independently for PE or other physical activity; and (2) a sensible wrist watch. Smart watches are not allowed in school.

7.2. Jewellery is the responsibility of the pupil and not the academy. The academy accepts no responsibility or liability for any lost or damaged items or injury sustained due to wearing items of jewellery.

7.3. All jewellery must be removed during practical lessons, including PE lessons, after-school clubs, science experiments and certain educational visits, at the request of a member of staff or group lead.

7.4. Any jewellery worn which falls outside of this policy will be asked to be removed.

## **8. Hairstyles**

8.1. The school reserves the right to make a judgement on the suitability of pupils' hair and appearance.

8.2. Extreme hairstyles, such as mohawks, tramlines and patterned or brightly coloured hair, are unacceptable and not permitted.

8.3. Pupils 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 all practical lessons, for example during science experiments or PE or outward bound style activities.

8.4. Bandana style headbands and flowers/bows or excessive hair accessories are not to be worn; however, plain hair clips or bands are acceptable in neutral tones or academy colours.

8.5. Some religions and beliefs may require their members to wear their hair in a particular style. The school does not discriminate against any religion or belief and will endeavour to allow religious requirements to be met where possible, whilst weighing up the needs and rights of individual pupils against the cohesion and health and safety concerns of the entire school community. Any request by a parent or pupil for a particular hairstyle to be worn, or any request for a change to the uniform

policy, shall be considered on a case-by-case basis by the Headteacher and Local Governing Committee.

## **9. Makeup**

9.1. Pupils are not allowed to wear makeup, including nail varnish, gel nails and nail extensions.

9.2. Pupils wearing make-up or nail varnish are required to remove it or, if appropriate, parents will be asked to come to the academy to remove the makeup / varnish, before the child is allowed to return to their lesson. Gel-style nails that require professional removal will require the parent to arrange for removal before the child is allowed to return to the academy.

9.3. The Headteacher may allow makeup in limited circumstances, at their sole discretion, for example a pupil may be permitted to cover heavy scarring/skin damage.

## **10. Visibility**

Tees Valley Education Trust and its academies will publish this policy and/or excerpts of the contents within it, in various formats and mediums:

TVED MAT website [www.teesvalleyeducation.co.uk](http://www.teesvalleyeducation.co.uk)

Academy Websites:

[www.brambles.teesvalleyeducation.co.uk](http://www.brambles.teesvalleyeducation.co.uk)

[www.dormanstown.teesvalleyeducation.co.uk](http://www.dormanstown.teesvalleyeducation.co.uk)

[www.pennyman.teesvalleyeducation.co.uk](http://www.pennyman.teesvalleyeducation.co.uk)

[www.discoveryspecialacademy.org.uk](http://www.discoveryspecialacademy.org.uk)

[www.wilton.teesvalleyeducation.co.uk](http://www.wilton.teesvalleyeducation.co.uk)

Academy new starter welcome pack

Termly academy newsletters and academy e-notification platforms

Printed copies available (upon request) from all Academy front offices

## **11. Monitoring and review**

11.1. This policy is reviewed every two years by the Director of SEND & Inclusion.

11.2. The scheduled review date for this policy is August 2024.

## Schedule 1 – School Uniform and PE / Swimming Kit

### 1. School Uniform

1.1. Generally, most items of academy uniform will incur a cost. The following school uniform must be worn in the academy and on school visits, unless otherwise stated by the Headteacher or trip organiser. Children shall change into PE kits on their allotted PE days.

- Academy colour jumper or cardigan \* (with or without the school logo);
- Black or dark grey trousers or skirt; pinafore dress; skirt; note that skirt length should be on or below the knee. The style of dress/skirt should not hug the figure;
- Joggers and leggings are not part of our school uniform and should only be worn on PE days or if pupil has restricted mobility/health need and a care plan identifies this;
- Above knee length uniform style shorts (optional during summer);
- Gingham print dresses (Academy colour / white) (optional during the summer term);
- Academy colour polo shirt \* (with or without the school logo);
- All black school shoes or black trainers/plimssoles. No logos. Close fitting, flat boots are permitted but heels are not considered suitable; no flashing lights or wheeled-heels. Children are welcome to bring appropriate footwear to change into at break/lunch/home times.

Shoes prescribed as part of a medical condition are permitted, however we ask parents to choose plain black or a plain dark colour.

Headcoverings to protect against hot or inclement weather – pupils can wear a plain cap with a fabric neck covering, woollen hat or other plain headscarf when outside during hot or inclement weather conditions. A warm showerproof coat, gloves and scarf are advised (during colder weather).

- Plain socks / tights - white, black, academy colour or grey socks (dark socks with trousers); academy colour, grey or black plain opaque tights. Patterned or lacy tights are not permitted;
- An academy book bag \* (with or without the school logo) with pupil's name written on.

### 2. Swimming / Hydro pool kit

2.1. Pupils must come prepared for swimming or hydro pool lessons with the following:-

- A suitably sized towel & PE bag with pupil's name written on
- Girls – swimming costume (no bikinis or revealing cut-outs)
- Boys – swimming shorts (not baggy or below the knee)

Please check with Academy staff if verruca socks are permitted at the pool being used.

### **3. PE Kit**

3.1. Generally, academies carry spare P.E kits which are available free to loan, for children who forget to bring their own PE kit to school. Pupils are expected to wear the following PE kit on their allocated PE day:-

- White t-shirt \* (with or without the school logo);
- PE hoody or school jumper (academy colour) / cardigan\* (with or without the school logo);
- Dark (grey/navy blue/black) shorts, dark navy / black tracksuit trousers or plain grey, navy blue, black sports leggings (without any "sports" branding or corporate logo);
- Black plimsolls for indoors;
- Trainers for outdoors;
- No football strips are to be worn for PE.

### **4. Academy or Trust performances**

4.1 TVED is proud to have a youth choir, with pupils from all 5 academies as members. When the choir performs on behalf of TVED, they are required to wear the Choir shirt and tie, which is branded with the Trust logo. TVED provides each member of the youth choir with a shirt and tie, at no additional cost to parents. These are retained centrally and freshly laundered for each performance.

### **5. General points**

5.1. All items of uniform, footwear and PE / swimming kit should be clearly labelled with your child's name.

5.2. No logos or branding (other than the school logo) should be displayed on any uniform.

5.3. All children are expected to wear the academy uniform. Issues of non-compliance will be addressed between a member of the academy SLT and parents.

5.4. All children are expected to take part in PE and swimming lessons, which should only be missed in exceptional circumstances with prior written permission of the parent. Some children will participate in Hydro therapy rather than swimming sessions, as described in their individual care plans.

### **6. Where to buy**

6.1. The school takes into account cost and value for money when considering where parents may purchase items of school uniform which contain the school logo.

6.2. The items above which are marked with an asterisk (\*), which contain the school logo, can be purchased from a local supplier, details are provided on each Academy website or the academy uniform purchase order form – further details can be obtained from the front office at each academy and website.

6.3. The school engages with the uniform supplier, to ensure parents get value for money. Alternative suppliers shall be considered if there are concerns regarding the value for money and cost of items.

6.4. Plain items without the school logo, (such as trousers, jumpers, skirts, t-shirts, PE kit etc) may be purchased either from any major high street store, online retailers or supermarkets, providing that they closely match the colour requirements listed on the academy website and new starter pack. Below is a price comparison with online uniform suppliers, a local charitable organisation and two local supermarkets.

N.B Prices below are as of September 2022 and do not include special discounts or promotions, and are subject to change.

Retailer/ provider	Item	Colour	Price	How to buy
<b>ASDA</b>	2 pack of polos shirts	Selection	£3.50	Online <a href="http://www.asda.com">www.asda.com</a> or instore
	2 pack of sweatshirts	Selection	£6.00	
	2pack of cardigans	Selection	From £7 up to £11	
	2 pack of trousers	Black /	From £9.00	
	2 pack of pinafore dresses	Black / Grey marl	From £6.00	
	2 pack of skirts	Grey marl	From £3.00	
	PE kit 2 pack of t -shirts	Black / Grey marl	From £2.50	
<b>MORRISONS</b>	PE Plimsolls	Plain white		Online <a href="http://www.morrisons.com">www.morrisons.com</a> or instore
	2 pack of polos shirts	Selection	From £2.50	
	2 pack of sweatshirts	Selection	£7.00	
	2 pack of cardigans	Selection	£8.00	
	2 pack of trousers	Black/Grey Marl	£9.00	
	2 pack of pinafore dresses	Black/Grey Marl	£10.00	
	2 pack of skirts	Black/Grey Marl	£8.00	
PE kit 2 pack of t -shirts	Black/Grey Marl	£5.00		
PE plimsolls	White	From £3.50		
	Black			



<b>Community School Clothing Scheme</b>  <b>North East based CiC</b>	All items of school uniform (donated)	Selection	Enquire online	<a href="http://www.communityschoolclothing.org">www.communityschoolclothing.org</a>
<b>Any TVED Academy</b>	Main uniform items (new and used)	Selection	Enquire via Pastoral & Welfare lead	Brambles 01642 210704 Dormanstown 01642 483696 Discovery 01642 248333 Pennyman 01642 314750 Wilton 01642 453374
<b>AMAZON</b>	All items of school uniform	Selection	Enquire online	<a href="http://www.amazon.co.uk">www.amazon.co.uk</a>

## RECYCLING SCHEME

Each TVED academy also has an excellent uniform recycling scheme. Good quality pre-loved uniforms can be accessed via Academy staff; academies always stock a plentiful supply of either new, or, good condition uniforms. Some items are donated free at the Headteachers discretion, or a small fee will apply (20p/50p per item). Parents can obtain spare academy stocked uniform by:

- Contacting the Pastoral & Welfare lead at each academy during school hours
- Available to purchase for a small fee at selected academy family days

## Schedule 2– Roles and responsibilities

### 1. Roles and Responsibilities

1.1. The roles and responsibilities of the Trust Board, Trust Directors, Local Academy Committee, Headteacher, teachers, parents and pupils in relation to school uniform are set out below.

The Trust Board and Trust Directors are responsible for:

1.2. Ensuring that academies are compliant with DfE guidance;

1.2.1 Ensuring that the Uniform Policy is on the Trust and Academy website and is easily understood;

1.2.2 Ensuring that Local Academy Committee's and Academy SLT's consider a range of factors when deciding upon Academy uniform, such as: cost and value for money, practicality for both lessons, sport and extra-curricular activities, durability, how easily it is to obtain, obligations under the Equality Act 2010, safeguarding and health & safety considerations and the wishes of parents and pupils.

1.2.3 Reporting to Trust Board and/or ARF Committee on all strategic related Uniform matters;

1.3. The Local Academy Committee is responsible for:

1.3.1. establishing, in consultation with the Headteacher and school community, a practical and smart school uniform that accurately reflects the ethos of the school and its vision and values;

1.3.2. ensuring that equal opportunities are considered and that no person or group is discriminated against;

1.3.3. listening to the opinions and wishes of parents, pupils and school community;

1.3.4. ensuring that the school's uniform is accessible and affordable and meets the DfE statutory guidance on 'cost of school uniform'.

1.4. The Headteacher / HoA of the academy is responsible for:

1.4.1. enforcing the school's uniform on a day-to-day basis;

1.4.2. ensuring that staff at the school understand this policy and what to do if a pupil is in breach of the policy;

1.4.3. listening to the opinions and wishes of the school community in regard to the school's uniform and where appropriate, making any reasonable recommendations to the Local Governing Committee regarding any proposed changes;

1.4.4. carefully considering any reasonable request from a parent to vary the policy, in particular to meet the needs of any individual pupil, for example to accommodate their disability, religion or belief, or other special considerations; and

1.4.1. along with the academy pastoral and welfare team, processing and approving all eligible applications for assistance with the cost of school uniforms.

1.4.2. along with parental support, ensure that recycled uniform is collected, offered and accessible to parents in need.

1.5. Teachers at the academy are responsible for:

1.5.1. ensuring that pupils dress in accordance with this policy at all times (unless the Headteacher has granted an exemption on a case by case basis);

1.5.2. considering disciplinary or behavioural sanctions in respect of any pupil who is in breach of this policy without reasonable explanation; and

1.5.3. ensuring that pupils understand why having a consistent and practical school uniform is important, including avoiding divisiveness, promoting school identity and a sense of belonging, pride and school community.

1.6. Parents of pupils at the academy are responsible for:

1.6.1. providing their children with the correct school uniform as detailed in this policy.

1.6.2. approaching the Headteacher if they require any changes to this uniform policy for a period of time, setting out their reasons why; and

1.6.3. ensuring that their child's uniform is clean, presentable, the correct size and clearly labelled.

1.7. Pupils who attend the academy are responsible for:

1.7.1. wearing the correct uniform at all times, unless the Headteacher has granted an exemption;

1.7.2. looking after their uniform; and

1.7.3. understanding and respecting why a school uniform is important to the academy and Trust.