

School Uniform Policy

Approved by: Board of Trustees

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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 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 & equipment.

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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the pupil's tutor, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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 parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items
- 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/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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

Items marked with an asterix* must be purchased from the school uniform stockist or directly from the school. There is 1 compulsory logoed item in the Primary phase and 4 in the Secondary phase:

Primary Phase Uniform:

Autumn/Winter:

- The Duston School (Primary Phase) navy jumper*
- Pale blue polo shirt
- Navy pinafore dress or skirt with navy tights or under the knee socks
- Black trousers with black/grey ankle socks
- Shoes should be plain black and a low supportive style or plain black trainers.
- Plain blue book bag or The Duston School book bag (optional)

Summer:

- Pale blue checked summer dresses with white ankle socks. Ankle socks may be trimmed with blue
- May continue to wear long black trousers or may wear grey just above the knee shorts.
- The only jewellery that should be worn is a watch (please ensure that these do not link to the internet, are smart watches or can take photographs).

- Children should not wear earrings to school. Children should only have their ears pierced during the summer holidays as missing P.E. lessons because of pierced ears is not acceptable.
- Any hair longer than shoulder length must be tied back.
- All hair accessories should be unobtrusive and blue, and children's hairstyles should be appropriate for school with no un-natural colours or shaved designs.

Secondary Phase:

- The Duston School black blazer* with school badge plus year colour flash
- The Duston School V necked sleeveless jumper with school badge*
- Years 7 to 10 to wear a sky-blue shirt, Year 11 to wear a white shirt.
- Black trousers or
- Black pleated school skirt of free-flowing nature that is knee length. Pencil and tube skirts are not permitted.
- Leggings are not permitted other than for PE.
- Plain black socks that cover the ankle and reach the hem of the trouser or tights.
- Flat, black leather/leatherette shoes that can be polished – this includes patent shoes and black leather trainer shoes (eg Nike Air Force Ones). Trainers that are fabric/suede are not allowed other than for PE lessons.
- The allocated house badge (provided by the school free of charge).
- The TDS book bag* or rucksack*.
- A pencil case containing two black pens, one green pen, one pencil, one rubber and one ruler.
- Pupils are only permitted to wear one item of each type of jewellery, eg one set of earings and one ring and one bracelet.
- Acrylic nails should not be worn to school.
- Metal facial piercings are not permitted. Where there has been a piercing, pupils should wear a clear, flat retainer. Piercings should not be carried out in term time as they take 6 weeks to heal. This should be done at the very start of the summer holidays.
- Extreme hair colours are not permissible. Pupils should have hair that is a natural hair colour.
- Make up should be natural in appearance and large false eyelashes should not be worn.
- Coats, hats and scarves should not be worn inside the school building.
- Hair coverings are not permitted other than for religious purposes.
- The school will take note of religious exceptions and make adaptations as necessary

Sixth Form:

Sixth Form students are expected to wear office attire as detailed below in the dress code:

- Collared and sleeved shirt or collared and sleeved blouse
- Smart office jacket or blazer (optional)
- Smart office shoes or boots (black or brown leather/leatherette)

- Smart office tailored trousers, tailored dresses or skirts (skirts or dresses should be on or below the knee)
- Smart office jumper can be worn over the top of collared shirt or collared blouse.
- Discreet jewellery (pair of earrings, single nose stud)
- TDS lanyard with photo ID (provided by the school). Photo ID sticker will need to be worn at all times if the lanyard is forgotten.

Dress Code Breach – Not allowed within school:

- Coats/Hats/Scarves whilst in the school building.
- Extreme hair styles/colours.
- Shavings/markings cut into hair or eyebrows.
- Excessive jewellery not permitted as above.
- Polo shirts.
- Leggings/Jeans.
- Trainers or Converse style shoes or DM boots.
- Leather or Denim Clothing.
- Large logo on jumpers or tops.
- Tube Skirts.
- Large logo on jumpers or tops.
- Bodycon, jersey or t-shirt style dresses.
- Non-collared and non-sleeved tops.

Physical Education Uniform:

Primary Phase:

- Navy shorts
- Navy jogging bottoms
- Plain pale blue round necked t-shirt
- White or black ankle socks
- Trainers
- Your child's school jumper can be worn for extra warmth when needed or a plain navy- blue round neck sweatshirt with no logos.

Secondary Phase:

- TDS logoed royal blue polo shirt*.
- TDS logoed royal blue sweatshirt (optional) or plain black unhooded sweatshirt with no tassels.
- Plain black loose-fitting shorts. Cycling or Lycra style shorts are not permitted.

- Plain black tracksuit bottoms or leggings appropriate for sports. (Leggings should be fully opaque)
- Plain royal blue football socks for use in winter games i.e. football.
- Plain white sport socks for use in the summer and indoor activities.
- Shin pads for use in football and hockey.
- Trainers suitable for indoor and outdoor use. Casual and fashion trainers should be avoided.

Pupils will be advised during their PE lessons of any specific equipment requirements relevant to their programme of study, for example swimming kit, football boots or mouth guards.

4.2 Where to purchase it

The TDS logoed items are available from [Stevensons](#) school wear only. All plain items may be purchased from the supplier of your choice. Stevensons school wear continue to provide quality garments at reasonable prices which are recommended for purchase as they have been specifically selected to meet the demands of school use.

Information about second-hand uniform:

The Duston School, working in Partnership with Duston Parish Council, is accepts donations of clean, good condition school uniform items as part of our ongoing commitment to supporting our school community.

If you have any pre-loved uniform items that your child has outgrown or no longer needs, we would be very grateful to receive them.

Donations can be dropped off at either of the following locations:

The Duston School Reception (during term time only)

Or

The Bargain Shop, Duston Community Centre, Pendle Road, Duston NN5 6DT (near Limehurst Square)

Drop-off Hours: Monday to Friday 9-3 pm

All donated items will be sorted and made available for purchase at The Bargain Shop offering an affordable option for families and helping to reduce waste through reuse. Any monies raised from this will go directly to The Air Ambulance Charity. Donated Primary Phase uniform is also available from the primary phase reception.

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 tutor 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/carers are also expected to contact their child's tutor 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/carers 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/carers 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 in line with the school's behaviour policy if the situation doesn't improve.

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 Trust Board

The trust board 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/carers and pupils
- 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, 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 annually by Mr T Wise, Senior Vice Principal. At every review, it will be approved by trust board.

7. Links to other policies

This policy is linked to our:

- Behaviour policy

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