



Forest of
Dean Trust

Uniform Policy

DENE MAGNA SCHOOL

Policy name	Uniform Policy
Version date	March 2024
Owner	KBe
Approval date	18 th March 2024
Approver	Governors
Review frequency	Three-Yearly
Review date	March 2027

Aims

This policy aims to:

- Set 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

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 expecting uniform items to be worn stereotypically on the basis 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 pupils to wear headscarves and/or other religious garments
- Where appropriate, work with families to meet the agreed needs of students with confirmed sensory/physical needs and 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 Headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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. As a school, we review the cost of items on a regular basis and make changes where needed to keep costs down. This last happened in 2022 and followed a details consultation with a variety of stakeholders.

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 have done this by:

- Reviewing and publishing any items with distinctive characteristics that are necessary
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as

- ties/house jumpers
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- 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

Expectations for school uniform

Our school's uniform expectations are clearly published on the school website. Please follow this link to view this in more detail:

<https://www.denemagna.co.uk/page/?title=Uniform&pid=68>

Staff:

Staff will closely monitor pupils to make sure they are in the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve. Parents/carers who are struggling to afford uniform will always be supported in purchasing new items.

Ongoing breaches of our uniform policy will be dealt with by the Pastoral Team.

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
- Takes into account the views of parents/carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

Monitoring arrangements

This policy will be reviewed every three years by the Local Governing Body.

Links to other policies

This policy is linked to our:

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