

St. Osmund's CE Middle School

School Uniform Policy

We have updated this policy in line with the DfE's new statutory uniforms guidance. Schools are expected to be compliant with the majority of this guidance by September 2022; however, there are exceptions, including where the school is tied into a contract with a supplier and where a competitive tender must be run to set up a new uniform contract. All schools should be compliant by September 2023 where possible.

Date policy last reviewed: 21/052024

Signed by:



Assistant
Headteacher

21/05/2024

Date: _____

Chair of Governors

Date: _____

Last updated: 21/05/2024

Contents:

Statement of intent

1. [Legal framework](#)
2. [Roles and responsibilities](#)
3. [Cost principles](#)
4. [Equality principles](#)
5. [Complaints and challenges](#)
6. [School uniform supplier](#)
7. [Uniform assistance](#)
8. [Non-compliance](#)
9. [School uniform](#)
10. [Adverse weather](#)
11. [Labelling](#)
12. [Monitoring and review](#)

Appendices

- A. [School Uniform Assistance Application Form](#)

Statement of Intent

St. Osmund's CE Middle School believes that a consistent school uniform develops a feeling of self-esteem among students and does much to eliminate feelings of inequality as well as projecting a positive image for the school. We ask for the co-operation of parents in ensuring that uniform is worn at all times in support of this policy. If for any reason, this is not possible, please leave a note in your child's Link Book.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all students, and is affordable and the best value for money for the school and students' families.

We believe that students learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education. This includes having high standards of personal dress (school shirt top button fastened, school shirt tucked in at the waist, school tie fastened at the school shirt collar) to set the tone for a high standard of work and approach to learning.

1. Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Relationships Policy

2. Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any student by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, students and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.

The headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a student is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Providing students with an exemption letter as appropriate, e.g. for a student who has a broken arm and requires a loose-fitting top.
- Processing and distributing all vouchers for that assist families with the purchasing of school uniform (if eligible).

Staff members are responsible for:

- Ensuring that students dress in accordance with this policy at all times.
- Providing appropriate consequences for students who are in breach of this policy.
- Ensuring that students understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires an alternative to the uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Students are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

3. Cost principles

The school is committed to ensuring that its school uniform is affordable and accessible to all students, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Policy', the headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, students at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of students with protected characteristics that may impact their ability to access the uniform due to costs.
- CIC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a student, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school does not include variations in school uniform for different groups of students, e.g. year group-specific items, to a minimum where possible to ensure that students can get the

most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible, e.g. by offering sew- or iron-on logo badges for jumpers that can be bought at retailers instead of requiring special branded jumpers.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective students, and that the best value for money is secured through reputable suppliers.

The school surveys multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does not enter into exclusive single supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not amend uniform requirements regularly and will take the views of parents and students into account when considering any changes to school uniforms.

4. Equality principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously and aims to ensure that the uniform policy is as inclusive as possible so that all students are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any students by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school will ensure that parents and students are consulted over any changes to school uniform, and that views and advice is sought specifically from students, and parents of students, who:

- Are transgender, including non-binary students.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that students are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender students are supported to access the uniform that best reflects their gender expression.

The school ensures that students who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The

school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual students are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of students with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these students cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

5. Complaints and challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a student to accommodate particular social and cultural circumstances.

6. School uniform supplier

Our current school uniform supplier is:

- Dorset Schoolwear
- The Old Rock factory, Caroline Place, Weymouth, DT4 8NW
- (t) 01305 760804
- (w) <https://dorsetschoolwear.shop>

Our school uniform supplier accepts school uniform assistance vouchers.

The governing board will ensure that a written contract is in place with the supplier for branded items.

The school will retender the uniform contract every five years, whether changes to the uniform are made or not, in line with the Tendering and Procurement Policy. The governing board will be able to demonstrate how uniform is procured at the best value for money. The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples.

The school will order new uniform each December. Where the school is proposing to change suppliers, it will reach out to suppliers by October in the determination year.

7. Uniform assistance

The school supports vulnerable families in meeting the costs of uniforms. School uniform assistance is provided via a voucher worth £50 (Years 5 and 7) and £30 (Years 6 and 8) that can be spent on school clothing. Additionally, the school supports the purchasing of school shoes with a £50 school shoes voucher. The budget for the school uniform assistance scheme comes from pupil premium funds.

To receive school uniform assistance, parents should be eligible for Free School Meals (FSM). Eligibility is determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the student.

Families who meet the criteria will receive their uniform voucher/s automatically each August, prior to the start of each academic year.

The school holds second-hand school uniforms for parents to access. There are regular opportunities for parents to be able to purchase this at minimal cost. Parents are encouraged to donate their child's uniform when they no longer need it.

8. Non-compliance

Staff members are permitted to provide appropriate consequences to students for breaching this policy, in accordance with the school's Relationships Policy.

If a student is wearing incorrect school uniform, the Main Office team will try to contact parents to arrange for the correct uniform to be taken to school on the same day. The headteacher, or a person authorised by the headteacher, is permitted to ask a student to briefly go home to remedy breaches to the school's uniform.

When deciding whether to allow a student to return home, the school considers the student's age and vulnerability, the length of time it will take, and the availability of the student's parents.

Where a student has been sent home to rectify uniform breaches, the absence is recorded as 'authorised'.

If a student repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence is counted as 'unauthorised'.

Parents will be notified in all cases.

9. School uniform

School colours

Our school colours are as follows:

- Navy blue
- Yellow

Clothing

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Regular school uniform				
Navy v-neck sweatshirt	Required	School logo on left-hand side (iron-on school logo buttons available)	Branded sweatshirt available from school supplier and second hand from school office. Navy v-neck sweatshirt can be bought from regular retailers. Iron-on logo available from school supplier.	£13.50 - £15.00
White school shirt	Required	No branding	Available from school supplier, second hand from school office and available from regular retailers.	£13.35 - £25.00
Blue/Yellow school tie	Required	No branding	Available from school supplier and second hand from school office.	£6.00 - £6.95
Grey or black trousers, shorts or skirt	Required	No branding	Available from school supplier, second hand from school office and available from regular retailers.	£9.25 - £16.50
100% black leather / leather-looking low-healed footwear (no boots)	Required	No branding	Available from regular retailers.	N/A
Grey/black/white school socks	Required	No branding	Available from regular retailers.	N/A
PE kit				
Plain navy t-shirt	Required	School logo on left-hand side	Available from school supplier.	£7.00 - £7.50
Plain black/navy shorts, jogging bottoms or sport leggings	Required	No branding	Available from regular retailers.	N/A
Navy/yellow rugby top	Optional	School logo on left-hand side	Available from school supplier.	£24.95
Navy hooded sweater	Optional	School logo on left-hand side	Available from school supplier.	£13.50 - £15.50

Navy football socks	Optional	No branding	Available from regular retailers.	N/A
White sport socks	Optional	No branding	Available from regular retailers.	N/A
Trainers	Required	No branding	Available from regular retailers.	N/A
Football boots	Optional (highly recommended)	No branding	Available from regular retailers.	N/A
Shin pads	Optional (highly recommended)	No branding	Available from regular retailers.	N/A
Gum shield	Optional (highly recommended)	No branding	Available from regular retailers.	N/A

Students who are wearing skirts can also wear black/navy/grey/sheer coloured tights.

Canvas shoes are not considered suitable footwear. High heels are not permitted; however, block heels of no more than 3cm can be worn.

Skirts must be of an appropriate length, closer to the knee than the hip. Jeans, denim or corduroy are not permitted.

Parents who do not wish to buy the optional branded PE kit must acquire a PE kit meeting the following criteria:

- Plain navy T-shirt with no branding or logos from professional sports teams
- Plain navy/black shorts or tracksuit bottoms with no branding or logos from professional sports teams
- Suitable trainers
- Suitable sports footwear, e.g. football boots

Parents are responsible for ensuring their child brings their PE kit to school when needed.

Jewellery

Permitted jewellery that may be worn is:

- One plain stud in each ear, 'sleepers' are not allowed.
- A sensible wrist watch.
- No other body or facial piercing is permitted.
- Bracelets, rings and necklaces are not permitted.

Excess items of jewellery will be confiscated, and parents may be asked to collect these items from the school office. Jewellery is the responsibility of the student and not the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons, practical D&T activities and science experiments.

All earrings must be removed for PE and Games lessons. We strongly advise that if ears are to be pierced, this should happen at the start of the summer holiday so that the earrings can

be removed for these lessons starting in September. If earrings cannot be removed then parents must provide plasters or medical tape for them to be covered. This is not the responsibility of the PE Department.

As we can never predict fashion trends, we do not attempt to pre-empt every possibility in our uniform policy. At St. Osmund's we expect pupils to wear sensible school-wear rather than the latest fashion items. This includes hair colour/styles.

School bag

Students must use an appropriately sized waterproof bag to carry their books and equipment. It should hold A4-sized work books comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases are not permitted.

The school encourages students to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

Footballs must be carried around school in a bag.

Hairstyles

The school reserves the right to make a judgement on where students' hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any student by virtue of their protected characteristics. Each individual student's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Students 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 practical lessons, e.g. during PE.

The following hairstyles are not considered appropriate for school:

- Brightly-coloured, dyed hair.
- Headwear with bold patterns or colours.
- Excessive hair accessories.

Makeup

Make-up is not to be worn in school. This includes:

- False/acrylic nails and nail extensions are not permitted.
- False eye lashes are not permitted
- Temporary tattoos are not permitted.

Students wearing makeup are required to remove it.

10. Adverse weather

All students are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

For hot temperatures, for example, this includes wearing:

- Loose-fitting and lightweight shirts with sleeves and collars or covered necklines.
- Over the knee skirts, shorts or trousers.
- Sunglasses with UV protection when outside, where possible.

If outside during break times, students not wearing sun-safe clothing are advised to stay in an area protected from the sun.

For cold temperatures, for example, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside.
- Plain white t-shirt underneath the school shirt to 'layer up'.
- Trousers, or thick tights with skirts.

11. Labelling

All students' clothing and footwear should be **clearly labelled with their name**. This is the responsibility of parents.

Any lost clothing is to be taken to the lost property box in the PE area. All lost property is retained for half a term and unlabelled/reusable items are added to the second-hand uniform shop. Unlabelled items that cannot be reused are disposed of.

12. Monitoring and review

This policy is reviewed every two years by the Chair of Governors and the appropriate member of the Senior Leadership Team.

The scheduled review date for this policy is 31st March 2024.

