



DBJA Uniform Policy

This policy was devised and adopted in April 2024

It will be reviewed every 2 years.

Related policies and guidance:

- Safeguarding & Child Protection
 - Anti Bullying & Anti-Discrimination Policy
 - Health and Safety
 - All SEND and Inclusion Policies
 - Behaviour Policy
 - Equalities Duties Framework
-

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 at DBJA

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 for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the School Office (0208 270 4962, office@dbja.co.uk) who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs

3. Limiting the cost of school uniform/providing sustainable alternatives

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
- Supports our school's sustainability goals

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Encouraging the use of non-branded items
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- Encouraging cheaper alternatives to school-branded items which do not 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 extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels, e.g. signaling which is provided by the school
- 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.
- Having minimal cost second-hand/pre-loved uniform sales and additional support from Pupil Welfare for families who need it

4. Expectations for school uniform

4.1 Our school's uniform

See also Appendix 1

- Black trousers or black skirt
- White polo shirt, blouse or shirt
- Royal blue sweatshirt, cardigan or fleece (with/without school logo)
- Black shoes or plain black trainers
- Black or white tights or socks
- Blue & white checked dresses or tailored knee length shorts can be worn during summer term.
- Boots may be worn in bad weather and all footwear should have **flat heels** for health and safety reasons

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)

Parents are also expected to contact the School Office if want to request an amendment to the uniform policy in relation to their child's protected characteristics or cost of the uniform.

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
- Appropriate for the weather conditions

Parents/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner. Please follow the school Complaints Policy on the school website.

Disputes about the cost of the school uniform will be:

- Resolved informally
- 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 with senior leadership if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by sending home a letter of expectations. There could also be meetings held with senior staff.

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 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

6. Monitoring arrangements

This policy will be reviewed every 2 years by the Headteacher/SLT. At every review, it will be approved by the Local Governing Body

Appendix 1 Parental Information (available on the school website)

School Uniform

There is no expectation that children will wear uniform displaying the school's logo. Unbranded uniform items are available from local supermarkets, and we would encourage parents to purchase these. Second-hand uniform is perfectly acceptable and recommended and we will, periodically, organise sales of pre-loved uniform items in the school. Parents who are struggling to afford uniform should contact Pupil Welfare at the school so that we can help.

Should parents wish to purchase uniform with the school's badge and branding, it is available from the Castle Green Community Centre.

Castle Green, Gale Street, Dagenham, RM9 4UN

Tel: 020 8724 1221

Autumn/Winter

White shirt/blouse/polo shirt

Royal Blue Sweatshirt, Cardigan or Fleece

Black skirts/Black trousers

Sensible black shoes with flat heels, or boots in bad weather

White socks/ black socks/black tights

Spring/Summer

Blue & white checked dresses or tailored knee length shorts can be worn during summer term.

White shirt/blouse/polo shirt

Royal Blue Sweatshirt, Cardigan or Fleece

Black skirts/Black trousers/Black shorts (knee length)

Sensible black shoes with flat heels

White or black socks/black tights

We strongly discourage the wearing of open toe sandals as these can be a health and safety issue when worn in a busy playground. Crocs are deemed unsafe and should not be worn.

P.E. Kit

Royal Blue sweatshirt

Black jogging bottoms or black shorts

Plain white tee shirt

White/black socks

Plain black trainers

PE kits should be fully labelled, and should be worn by children on the day of their PE lesson. If children do not have PE kits, they may be given one from the school.

Appendix 2 letter to parents about uniform expectations

Dear Parent/Carer,

Date:

Your child did not come to school in the correct school uniform today. As you know school uniform is compulsory. **Teacher to please highlight where uniform does not comply from the lists below.**

1. School Uniform

Royal blue sweatshirt/cardigan or fleece

Black trousers/shorts/skirt/blue and white cotton dress

White shirt/blouse/plain white tee shirt

Black school shoes

White/Black socks or tights

2. PE Kit

Black jogging bottoms

Royal blue sweatshirt

Black shorts

Plain white tee shirt

White/Black socks/Plain black trainers

PE kit is to be worn to school on designated PE days

3. Jewellery

Only one pair of small stud earrings and small watch , without alarms and games.

No jewellery may be worn for PE, children will need to take earrings out themselves and if they cannot remove them themselves, they will be taped over for the lesson.

4. Hair

The following does not conform to school policy- dyed, shaved lines, logos etc

Long hair should be tied back and fringes should not obscure vision.

Hair bands, bows and bobbles are fine, but bows should be no bigger than 10 centimeters

5. Make-Up

No make up, fake nails or nail varnish of any kind to be worn in School

Your child must come to school tomorrow in uniform matching our expectations. If there is an issue with this, please contact the School Office. Action will be taken for persistent non-compliance, this may include calling parents to ask them to bring in the correct uniform and change their child or giving the child clean spare uniform to wear from our school stock.

We do not allow children to wear any type of branded or non-branded hooded top inside the school building, they must wear a school (blue) jumper. We will ask children to remove tops which do not comply with school uniform expectations and parents may be called to bring in a change of clothes.

Thank you for your anticipated co-operation.

Yours sincerely,

Miss C Leicester

Headteacher