



Student Dress Code Policy

| Document Control | |
|---|--|
| Date Finalised | Version Number |
| 13/10/22 | 01 |
| Review Period | Next Review |
| 3yrs | 13/10/25 |
| People involved in writing/reviewing this document | Responsible Person |
| M Hockham, K Lenton, G Lenton | Headteacher |
| Statutory | Published to Web-site |
| No | Yes |
| Approved by Chair of | Print name |
| Teaching, Learning and Safeguarding & Health, Safety and Premises Committee | Liz Hobson |
| Signature | Date Approved |
| | 22/11/22 |
| A paper copy of this document is filed alphabetically under: | An electronic copy of this document can be found at: |
| 10. Behaviour | SharePoint>Information Sharing>Policies & Guidance>10. Behaviour |

This policy and procedure has been developed using a “Uniform Policy” template provided by



Updated January 2022

To keep things simple we use the term ‘**school**’ as standard to mean the educational establishment that is adopting this policy.

Similarly, we use ‘**governing board**’ and ‘**governor**’ to mean the accountable body for the school and the representatives on that body.

Contents

| | |
|--|---|
| 1. Introduction | 2 |
| 2. Our school's legal duties under the Equality Act 2010 | 2 |
| 3. Our Student Dress Code | 3 |
| 4. Expectations for our school community | 4 |
| 5. Links to other policies | 5 |

1. Introduction

At the Woodlands Academy we believe a school **dress code** is important in developing a sense of belonging and community.

At the same time, clothes present an opportunity for older, &/or more independently-minded students to express their **individuality**.

We are committed to having a dress code that is **practical & safe** for the active styles of learning that we encourage and fosters **independence** in our students.

Long before the DfE produced statutory [guidance](#) (November 2021), requiring all schools to reduce and monitor the costs of uniform, we were committed to **keeping costs down** by ensuring that all items specified are freely available through a wide range of retailers.

For some there may be **sensory issues** that make a particular style or material difficult.

During the first half of 2022, our School Council and Governors were asked to consider a new dress code that would achieve all of these, apparently contradictory, aims.

The colours are those you might find in a Woodland setting.

Note: The items of clothing described in Section 3 are new from September 2022.

The academic year 2022-23 is to be considered a transition and pupils will still be permitted to wear any items of clothing described as part of our previous uniform.

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 sex, race, religion or belief, and gender reassignment.

To avoid discrimination, we:

- Have not listed clothing items based on sex, to give all pupils the opportunity to wear items they feel most comfortable in or that most reflects their self-identified gender
- Have made sure that clothing costs are 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols

Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the school office who will bring this to the attention of the appropriate member of staff, who can answer questions about the policy and respond to any requests

3. Our Student Dress Code

The principles highlighted above have informed the decisions taken in developing this new dress code.

To reduce any **sensory issues** we have not specified materials and have offered a range of styles.

The ticks below show the **main** thinking in each case.

Dress Code

| Item | Uniformity | Individuality | Practical & Safe | Keeping costs down |
|---|------------|---------------|------------------|--------------------|
| Polo Shirt | ✓ | | ✓ | ✓ |
| Brown, Yellow or Green | | ✓ | | ✓ |
| *No logos | ✓ | | | ✓ |
| Sweatshirt/Cardigan | ✓ | | | ✓ |
| Brown, Yellow or Green | | ✓ | | ✓ |
| *No logos | ✓ | | | ✓ |
| Hoodie | | ✓ | | ✓ |
| Brown, Yellow or Green | | ✓ | | ✓ |
| *No logos | ✓ | | | ✓ |
| The neck cord removed | | | ✓ | |
| Black Bottoms | ✓ | | ✓ | ✓ |
| Trousers, skirt (with shorts underneath), shorts, joggers, thick leggings | | ✓ | ✓ | ✓ |
| Plain black Shoes | ✓ | | | ✓ |
| Sensible shoes or trainers | ✓ | | ✓ | ✓ |

PE Kit

| | | | | |
|-----------------------------------|---|--|---|---|
| PE Kit –light blue polo shirt and | ✓ | | ✓ | ✓ |
| Navy shorts or joggers | ✓ | | ✓ | ✓ |
| Trainers. | | | ✓ | ✓ |

Jewellery

| | | | | |
|--|--|---|---|---|
| Pupils may wear a watch and stud earrings. No other jewellery is permitted in the Academy, all jewellery must be removed for PE lessons. | | ✓ | ✓ | ✓ |
|--|--|---|---|---|

*Woodlands Academy logos will be permitted, however parents should consider whether identifying their child's school may make them vulnerable to approaches from strangers.

4. Expectations for our school community

4.1 Pupils

Pupils are expected to follow our dress code at all times (other than for specified events such as “casual” 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 speak to staff if they want to request an amendment to this policy in relation to their protected characteristics.

4.2 Parents and carers

Parents and carers are expected to make sure their child complies with this policy in its entirety, and that every item is:

- Clean
- Clearly labelled with the child’s name
- In good condition

Parents are also expected to contact the office if they want to request an amendment to this policy in relation to:

- Their child’s protected characteristics
- The cost of the complying with this policy

Parents are expected to lodge any complaints or objections relating to this policy in a timely and reasonable manner.

Disputes about the cost of items specified will be:

- Resolved locally
- Dealt with in accordance with our school’s complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

4.3 Staff

Staff will closely monitor pupils to make sure they comply with this policy. They will give any pupils and families breaching this policy the opportunity to comply, but will follow up with the headteacher if the situation doesn’t improve.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this policy, staff will take a mindful and considerate approach to resolving the situation.

4.4 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 and pupils
- Offers a clothing options that:
 - are appropriate, practical and safe for all pupils
 - are of reasonable cost

5. Links to other policies

This policy is linked to our:

- Positive Behaviour policy
- Equality information and objectives statement
- Kindness (Anti-bullying) policy
- Complaints policy & procedure