

# The Wren School

## Uniform and Dress Code Policy



### Purpose

At The Wren we believe that having a uniform and dress code helps nurture a sense of community, cohesion and identity, and importantly helps to act as a social leveler within our school setting.

The purpose of this policy is to guide staff, students and families on the expectations, standards and rationale for our student school uniform and dress code. 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 families.
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010.
- Clarify our expectations and standards for school uniform and dress code.

### Management of the policy

**School:** This policy is managed by the principal and the wider senior leadership team.

**Approval:** Updated June 2022 and in place for the start of September 2022

**Next review due:** July 2023

### Links to other policies

This policy is linked to our:

- Behaviour policy and statement of Behaviour Principles.
- Equality information and objectives statement.
- Anti-bullying policy.
- Concerns and Complaints procedure.

## Our 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, our school will:

- Avoid listing uniform items based on sex, to give all students 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 students.
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back).
- Allow all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable (the Principal will be the arbiter of what constitutes an appropriate for school style).
- Allow students to wear headscarves and other religious or cultural symbols appropriate for the school environment.
- Allow for adaptations to our policy on the grounds of equality by asking students or their families to get in touch with their relevant Progress Leader, who can answer questions about this policy and respond to any requests.

## 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 on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have 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 families' 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 families.

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 or long-lasting items.
- Considering cheaper alternatives to school-branded items.
- 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 different groups.
- Making sure that arrangements are in place for families to acquire second-hand uniform items.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on families of any changes.
- Consulting with families and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

**We will therefore be carrying out a complete a review of our current uniform, with the intention of having a new uniform, which fully meets the requirements above, in place for all students from September 2023.**

## Expectations for school uniform

### Our school's uniform and dress code

#### Key Stage 3 and 4

All students are expected to wear full school uniform at all times, which is outlined below.

**Shirt** - The Wren School logo **white** polo shirt, or plain white polo shirt if worn with Wren School jumper.

**Jumper** - A **grey** V-neck Wren School logo jumper. This is the only jumper permitted.

**Trousers/ Shorts** - **Grey** tailored trousers or shorts, of formal convention cut in a plain material. Any form of skin tight trouser, leggings, jeans, chinos or combat short cannot be worn. **Shorts must be on the knee in length.**

**Skirt** - Plain **grey**, knee-length skirt; pleated, straight or A-line. Tight fitting skirts cannot be worn.

**Tights/ Socks** - Plain grey, black or natural coloured tights or socks may be worn with a skirt or shorts. When socks are worn over tights they must be of the same colour.

**Coats** - A sensible coat should be worn in cold or wet weather, so that poor weather does not affect learning. Hoodies, sweatshirts or non-uniform jumpers cannot be worn at any time. **All coats must be removed when entering any school building.**

**Shoes** - Plain black, flat, formal polishable shoes should be worn. **Trainers or trainer like shoes cannot be worn and no logos should be visible.** *See appendix A for examples of acceptable shoes.*

**Jewellery** – A single small stud can be worn in each ear and nose, with no other jewellery permitted. All jewellery must be removed for PE and other practical lessons.

**Make-Up** - Make-up should be suitable for the school environment. Make-up should be kept to the minimum, be natural in colour and discreet. Nail extensions, gels and eyelash extensions cannot be worn.

**Religious Items** - Religious headscarves may be worn and these must be plain grey, black, nude or white.

#### Key Stage 5

Our sixth form students are expected to take pride in their appearance and therefore follow our dress code which we describe as work smart. This will apply at all times when a student is on school site, unless a student is on a specific teacher approved activity that requires different clothing.

Our work smart dress code includes:

- Sixth Form lanyards which must be worn at all times.
- Collared or polo shirts, smart tops or blouses. Casual T-shirts and cropped tops cannot be worn.
- Trousers, dresses, tailored shorts or skirts. Ripped denim jeans, tracksuit bottoms or leggings cannot be worn.
- Appropriate sportswear for PE lessons.

#### PE Kit

All students are expected to wear full PE kit for all of their PE lessons and for sports clubs and enrichment, which is outlined below.

- The Wren School PE shirt.
- Plain black sports shorts, plain black tracksuit bottoms or plain black leggings are allowed.
- Black, Wren School logo fleece or plain black jumper may be worn in addition to Wren School PE shirt in cold weather. Hooded and zipped tops cannot be worn for safety reasons.
- Sports trainers or football boots with moulded (round) studs or plastic screw in studs depending on the activity and location.

- Long, plain black football socks must be worn for sports such as football and rugby, along with a pair of shin pads. Students cannot participate in the competitive element of these games without shin pads.
- Gum shields are strongly advised for rugby. When representing the school in competitive league matches, a gum shield is compulsory.

## Where to purchase it

All branded school uniform items can be purchased from our current uniform supplier Stevensons. To order uniform you can;

- Visit [www.stevensons.co.uk](http://www.stevensons.co.uk)
- Visit their shop at 11-12 Market Place, Reading, RG1 2EG
- Telephone **0118 959 6462**

If families have any concerns around purchasing or acquiring the correct school uniform then they should contact the relevant Progress Leader who will be able to assist and support them. Please also read our '[The Wren Next Egg Policy](#)', which details how families can access financial support towards purchasing items of uniform.

## Expectations for our school community

### Students

Students are expected to wear the correct uniform at all times 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).

**Students are also expected to contact their Progress Leader if they want to request an amendment to the uniform policy in relation to their protected characteristics.**

### Families

Families are expected to make sure their child has the full correct uniform and PE kit, and that every item is:

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

Families are also expected to contact Progress Leaders if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics.
- The cost of the uniform.

Families 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 concerns and complaints procedures.

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

## Staff

Staff will publicise and clarify the school uniform and dress code to all students at the start of the academic year, and regularly throughout the year. Staff will provide examples of correct uniform to share with students and families.

Staff will then closely monitor students to make sure they are in correct uniform. They will give any students and families breaching this policy the opportunity to comply and make their uniform or dress right.

Where breaches of our policy do occur and where students refuse to correct their uniform or dress, they will be dealt with in line with the school behaviour principles, processes and policies.

In cases where it is suspected that financial hardship has resulted in a student not complying with this policy, or where students or families are unable to comply, staff will take a mindful and considerate approach to resolving the situation.

## Local Governing Board

The local 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 families and students.
- Offers a uniform that is appropriate, practical and safe for all students

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.

## Monitoring arrangements

This policy will be reviewed annually by the school leadership team, in consultation with staff and students. At every review, it will be approved by the Principal and Local Governing Board.

## Appendix A

### Acceptable Shoes

Plain black, flat, formal polishable shoes should be worn. Below is a selection of shoes that can be worn.

 	 	 
 	 	 

Boot like shoes or 'high tops', shoes resembling trainers, canvas or shoes with patterns on are not permitted. Families are asked to check before purchasing shoes if they are unsure of the design. See below for a selection of shoes that are not permitted. The Principal will be the arbiter of whether a shoe is allowed or not.

 	 	 
 	 	 