DANES EDUCATIONAL TRUST

SCHOOL UNIFORM POLICY
The Beaconsfield School

RESPONSIBILITIES		
To determine and approve policy and ensure compliance		Education Committee for template School Board approval
To implement, deliver and comply		Headteachers
APPROVAL DATE	Summer 2025	
COMMITTEE	Trust template approved by School Board	
DURATION	2 Years	
REVIEW DATE	Summer 2027	
SLT LEAD	Mrs E Young	
As part of the review process, this policy/procedure has been subject to an Equality Impact Assessment.		

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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 and principles of uniform.

2. LEGAL FRAMEWORK

This policy has due regard to all relevant legislation and guidance including, but not limited to:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2024) 'School uniforms: guidance for schools'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

3. OUR TRUST'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, schools 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
- Allow all pupils to style their hair in a way that is appropriate for school, which is a place of academic study. Hair colour should be restricted to natural hair colours only.
- Follow good practice guidance provided by the Equality and Human Rights Commission on 'Preventing hair discrimination in schools'
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort
- On the grounds of disability, race or religious beliefs, allow pupils to wear headscarves and/or other religious garments

- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs and in consultation with the SENCO
- Allow for reasonable adaptations to the policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Mrs Young (Deputy Headteacher) who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

4. LIMITING THE COST OF SCHOOL UNIFORM

Each school has a duty to make sure that the uniform required 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 the uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We will do this by:

- Carefully considering and limiting items with distinctive characteristics to low-cost, and durable item
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities (making use of PE kit where there is a requirement for physical activity)
- 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

5. EXPECTATIONS FOR SCHOOL UNIFORM

5.1 The Beaconsfield School's uniform

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)

Pupils are also expected to contact Mrs E Young (Deputy Headteacher) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

We ask that parents and carers help ensure their child wears the correct school uniform and PE kit, and that all items are:

- Clean
- Clearly labelled with their child's name
  Well cared for and in good condition

5.2 Concerns regarding school uniform

If you'd like to discuss a change to the uniform policy — for example, due to your child's protected characteristics or the cost of uniform items — please don't hesitate to get in touch with Mrs E Young (Deputy Headteacher)] to resolve these together at school level wherever possible

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with the Trust'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 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.

Breaches of the uniform policy will be dealt with in line with the school's Behaviour Policy.

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 School Board

The school board will review this policy and make sure that it:

- Is appropriate for the 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

The school 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.

6. SCHOOL UNIFORM REQUIREMENTS

6.1 Uniform

The school has two uniforms for students in Years 7-11: the standard uniform and the PE uniform/kit. The standard uniform is worn for most purposes. Students change into PE kit for PE lessons or other sporting activities.

Standard Uniform Years 7-11

- Black single-breasted blazer with school badge to be worn at all times (even under coats) In times of hot & warm weather the need for students to wear blazers will be reviewed at the discretion of the Headteacher
- House colour/prefect school logo tie
- A long or short sleeved plain white shirt. This must be tucked in at all times
- TBS branded V-neck black sweater (optional)
- Plain black, straight leg, to the ankle, conventional style trousers. These must not be jeans, cords or chinos
- Black knee length skirt. A skirt must not have splits, or be tight fitting, and or lycra
- In the summer term, black, tailored, knee length shorts may be worn at the school's discretion
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- Tights are to be black or flesh coloured
- Socks are to be black
- Plain black belt (optional)

- Smart plain black leather laced or fastened shoes. No canvas/suede shoes; trainers/sports-branded/plimsolls or boots are allowed. Heels are to be no higher than 3cms
- Headwear that is commonly recognised to be associated with religious beliefs may be worn; the material must be black or white

Outdoor clothing

- Students are not to wear their coats during lessons
- Students are not permitted to wear sweatshirts, hooded tops, or baseball caps in and around school

- In winter a scarf, woolly hat, gloves and boots may be worn to and from school at this time only

Optional items:

- Students are permitted to wear a single set of stud earrings only. No other piercings are allowed.
- Watches are permitted, but not smart watches – (please see the mobile phone policy). Please note any jewellery or non-uniform items not permitted by the school will be confiscated by staff. Families will be asked to collect these items from school. The items will not be returned to the student directly.
- Students have the right to manifest a religion or belief, but not necessarily at all times, places or in a particular manner. If a student wishes to wear a religious symbol, please notify the school so we are aware of the nature of this and the school will come to an agreement with the student/family regarding this depending on the request. Students will be asked to remove the item if there is a Health and Safety risk to the student or other students in a specific situation (e.g. PE, Technology). Please contact a member of Senior Leadership to discuss.
- Make-up, if worn, must be discreet. Nail varnish, false nails and eyelashes are not permitted below the Sixth Form and students will be asked to remove this immediately. Students who persistently do not adhere to this will receive a letter. If the situation continues, they will be isolated and a meeting with parents set up with their Year Leader to discuss.
- We expect hairstyles to be conventional and acceptable. This includes no extremes of unnatural hair colour/two-tone colour and hair should be tidy and tied back where possible. Shaven heads are not permitted, unless there are religious grounds (in which case a signed letter from the appropriate religious organisation is required), lines or patterns shaved into the hair or eyebrows are also not permitted.

P.E Uniform/Kit

The school PE Kit supplier is https://theschoolshoponline.com/, items listed with the school logo can be purchased here. Second-hand items of school uniform can also be purchased from the school. The school compares the prices offered by The School Shop online with other suppliers to ensure parents are offered value for money.

Compulsory items:

- Polo shirt, navy and gold with the school logo
- Navy shorts
- Trainers
- Navy long socks

- TBS branded navy fleece

Optional items:

- TBS branded or plain navy tracksuit bottoms
- TBS branded or plain navy leggings
- TBS branded waterproof jacket

We strongly recommend that the following protective equipment is purchased and worn, as appropriate:

- football boots
- shin pads
- mouth guard

Other specialist protective equipment (e.g. cricket helmet) is provided by the school.

Sixth Form Dress Code

Students at our Sixth Form are expected to dress in a manner appropriate to a 'Business Professional' environment in which you will be meeting people with a variety of attitudes from different age groups and representing our Sixth Form in the community. We also recognise that at this stage in education it is also important that students are able to express their individuality whilst being role models. Lanyards and ID badges must be worn at all times.

Acceptable Dress
Clothing should be modest in nature and suitable for the learning environment and this includes:
Suits

- Knee length to full length skirts
- Dresses (knee or to the floor in length)
- Smart trousers
- Polo shirts
- Smart Jeans
- Cardigans/Jumpers/Sweatshirts
- Shirts and Blouses
- In the summer knee length chino shorts
- Smart trainers (not running shoes), boots, low heels, ballet pumps and other smart footwear
- Jewelry must be subtle and consistent with smart professional dress. Any piercing or tattoos students have must be discrete; tattoos must not be visible in school. Students are expected to have either a smart jacket or cardigan with them every day as they may be expected to perform duties such as touring a new student.

The following are not permitted as part of the Sixth Form Dress Code:

- Hoodies
- Jogging bottoms
- Leggings
- T-shirts
- Shorts unless listed above
- Gym wear
- Ripped, faded or frayed items
- Midriffs and bra straps should not be visible
- Low cut tops/dresses/blouses/shirts
- Sheer or see-through clothing
- Hats/caps should not be worn in the building
- Heavily branded items of clothing

6.2 Where to purchase it

The school supplier for distinctive/branded uniform items for Years 7-11 is The School Shop (17 The Highway, Beaconsfield HP9 1QQ). The website address is www.theschoolshoponline.com

We strive to ensure that our uniform is affordable by all parents/carers and provides good value for money. If any parent/carer has difficulty meeting the costs of the uniform they are invited to contact the school via the Head of Year. Any such contacts will be treated with discretion. The school has a selection of second-hand items for sale that are clean and in good condition, opportunities for students to buy second hand uniform are held throughout the school year both at school events, such as Year 7 transition evening, PTFA events and parents/carers can purchase second hand uniform at any point via contacting the school reception. In exceptional circumstances financial support may be provided.

7. LINKS TO OTHER POLICIES

This policy is linked to the:

Behaviour policy

Equality information and objectives statement

Anti-bullying policy

Complaints policy

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