

<b>Title and Description</b>	<b>Uniform Policy</b>
<b>Date of last review</b>	March 2026
<b>Approved by</b>	Local Governing Board
<b>To be reviewed by</b>	Local Governing Board
<b>Responsibility</b>	Headteacher
<b>Review period</b>	Annually
<b>Date of next review</b>	March 2027

**Below is an AI generated summary of the full policy, produced to help make this document more accessible. The summary has been checked for accuracy, but the full policy remains the only completely accurate version.**

### **Purpose & Principles**

The policy outlines Framwellgate School Durham's expectations for student uniform, ensuring it is:

- **Affordable** and compliant with **DfE statutory guidance** on uniform costs.
- **Inclusive**, meeting duties under the **Equality Act 2010**.
- **Aligned with school values** of excellence, inclusivity, individuality, collective endeavour, and joy.

### **Equality & Adaptations**

The school will:

- Avoid gender-specific uniform lists.
- Allow long hair, appropriate hairstyles, and religious clothing.
- Provide reasonable adjustments for students with sensory, physical, or religious needs.
- Consider individual requests via the Deputy Headteacher.

### **Affordability Commitments**

The school ensures:

- Only **4 compulsory branded items** (including the tie).
- Limited use of distinctive/branded items.
- Avoidance of single-supplier contracts.
- Access to **second-hand uniform** and **pre-loved pop-up shops**.
- No costly or unnecessary items (e.g., branded coats, specific bags).

### **Uniform Requirements**

#### **Compulsory Branded Items (from Michael Sehgal & Sons)**

- Grey blazer with logo
- Year-group tie
- Navy/white polo shirt
- Navy/white shorts OR navy leggings OR navy training pants

#### **Compulsory Non-Branded Items**

- Graphite grey pleated skirt OR black formal trousers
- White formal shirt (long or short sleeve)
- Optional navy slipover or jumper
- Black opaque tights, black/white socks

#### **PE Kit**

- Navy/white polo shirt
- Navy/white shorts, leggings, or training pants
- Navy long socks
- Optional ¼-zip long-sleeved training top

#### **Additional notes:**

- Hoodies are not permitted (Year 11 only receive an authorised leavers' hoodie).
- Coats may be worn but **do not replace the blazer**.
- Skirts must be worn appropriately.

### **Appearance, Footwear & Equipment**

- **Footwear:** plain black.
- **Bags:** required daily; must hold essential equipment.
- **Jewellery:** one pair of stud earrings and a watch only (no smartwatches).
- **Make-up:** natural; no false nails, eyelashes, fake tan, or lipstick.

### **Sustainability**

The school promotes reuse and eco-friendly choices, including second-hand uniform opportunities.

### **Expectations by Group**

#### **Students**

- Must wear correct uniform on site, to/from school, and on school activities.
- May request adjustments relating to protected characteristics.

#### **Parents/Carers**

- Ensure uniform is clean, labelled, correct, and maintained.

- May request adaptations or raise concerns via the complaints policy.

#### **Staff**

- Monitor uniform and support students to comply.
- Take a sensitive approach where non-compliance relates to hardship—**no lost learning time.**

#### **Governors**

- Review the policy annually.
- Ensure fairness, value for money, and appropriate supplier arrangements.

#### **Links & Review**

The policy is reviewed **annually (next due March 2027)** and aligns with:

- Behaviour policy
- Equality Diversity and Community Cohesion Policy
- Anti-bullying policy
- Complaints policy

## **SCHOOL UNIFORM POLICY**

### **Framwellgate School Durham: Ethos and Values Statement**

Like all good schools, we're driven by our values above all else. We define these as:

**Excellence** - Everyone in our community will know and experience success

**The most for those that need the most** - We will meet the needs of all our learners

**Known and valued** - Everyone here will be celebrated for who they are and what they do

**Collective endeavour** - We will achieve success together

**Joy** - Everyone will know and create joy

These five values determine all that we do, and every part of the school flows from them. They set the direction and act as a compass to ensure we continue to grow and develop as a school in the way that we feel best supports all our students.

#### **1. Aims**

This policy aims to:

- I. Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for all parents and carers
- II. Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- III. Clarify our expectations for school 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: age, sex, sexual orientation, 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 students the opportunity to wear the uniform they feel most comfortable in
- Make sure that our uniform costs the same for all students
- Allow all students to have long hair, although we reserve the right to ask that long hair be tied back
- Allow all students to style their hair in a way that is appropriate for school, and makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons, or if they are experiencing discomfort
- Allow students to wear headscarves and/or other religious garments
- Allow students with sensory or physical needs to make reasonable adaptations to their uniform, depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents/carers to get in touch with Mrs Mersh-Roberts, Deputy Headteacher, via the general enquires email address marked for her attention or by ringing the school directly who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

### 3. 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 (DfE) on the cost of school uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers
- We will do this by:
  - Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of 4 with 1 item being a tie
  - Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible, for example, by only asking that the blazer, worn over a jumper/cardigan, features the school logo
  - Limiting compulsory branded items to low-cost and/or long-lasting items such as ties
  - Considering cheaper alternatives to compulsory branded items, such as logos that can be ironed on, if this doesn't compromise quality and durability
  - Avoiding specific requirements for items such as coats, bags and shoes/trainers that students could also wear on non-school days
  - Avoiding different uniform requirements for different year groups other than ties
  - Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
  - Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
  - Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters
  - Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
  - Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective students, and publishing this information on our website
  - Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
  - Consulting with parents/carers and students on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the school's complaints policy
  - Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
  - Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

### 4. School Uniform Requirements

<b>Student Uniform – Compulsory branded items</b>
Grey blazer with school logo *
<u>Clip on tie in appropriate year group colour*</u>
Navy and white polo shirt *
Navy and white shorts <b>or</b> *
Navy leggings <b>or</b> *
Navy training pants *

<b><u>Student Uniform – Compulsory non-branded items</u></b>
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Graphite grey pleated skirt * <b>or</b>
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Black formal trousers
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White long or short sleeved formal shirt
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Navy slipover (optional)* (to be worn over the top of the school skirt or trousers) <b>or</b>
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Navy long sleeved jumper (optional) * (to be worn over the top of the school skirt or trousers)
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Black opaque tights or black or white ankle socks
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<b>Student PE Uniform</b>
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Navy and white polo shirt *
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Navy and white shorts <b>or</b> *
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Navy leggings <b>or</b> *
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Navy training pants *
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Navy long socks
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¼ zip long sleeved training top * (optional)
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If the skirt is worn, we ask it is the one from our suppliers, named below. Students can of course elect to wear trousers. All uniform requirements should be seen as gender neutral.

All items marked with an asterisk (\*) are items that should be bought from our uniform supplier: Michael Sehgal & Sons, Unit 17 Airport Industrial Estate, Kingston Park, Newcastle, NE3 2EF 0191 2302320. Items of uniform can be purchased online, in-store or via an annual pop-up shop at the school (details provided). Please note we will also endeavour to run a pop-up shop of pre-loved items should we have the necessary donations. The items available in this shop, would be available free of charge to parents.

**Items such as hoodies (either with or without zips) and half zip training tops are not permitted as part of the school uniform. When it is cold, students should wear the navy slipover or long-sleeved jumper. Students are also encouraged to wear an outdoor coat on top of their blazer in the colder weather. The coat does not replace the blazer.**

**Please note that the school issues Year 11 students a hoodie during the school year. When issued, the hoodie replaces the blazer as part of their school uniform.**

Whilst the long-sleeved training top is not compulsory, it can obviously get cold at certain times of the year, therefore this item is recommended as no other long-sleeved top can be worn.

**Skirts should be worn in an appropriate fashion.**

Footwear

All footwear should be **plain black**.

Bags

All students are expected to bring a bag to school with the appropriate school equipment of the following items: pencil case, ruler, black pen, green pen, calculator (the maths team can advise on the most appropriate kinds of calculator) rubber, and planner.

Jewellery

A small pair of earring studs (one per ear) and a watch are the only types of jewellery that are permitted. **Smart watches are not permitted.** Any other kind of facial piercings are not permitted.

Make up, false nails, false eyelashes, fake tan and lipstick

Make up should be kept to a minimum and appear natural. False nails and false eyelashes, are all prohibited.

## 5. Sustainability

The school supports sustainability initiatives by encouraging second-hand uniform sales and prioritising eco-friendly materials for new uniforms where it can.

## 6. Expectations for our school community

### Students

Students 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 instructed to do so.

Students are also expected to contact the Deputy Headteacher, Mrs Mersh-Roberts, Mersh-Roberts.L@framdurham.com, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### 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

Parents/carers are also expected to contact the Deputy Headteacher, Mrs Mersh-Roberts, Mersh-Roberts.L@framdurham.com, if they want to request an amendment to the uniform policy in relation to:

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

Parents/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's complaints policy. Disputes about the cost of the school uniform will be:

- Resolved locally
- 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.

### Staff

Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the relevant Year Lead within school or escalated to a member of the Senior Leadership Team.

In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation and the student will not miss classroom teaching because of a sanction. This is in line with the statutory guidance.

## **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 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.

## **7. Monitoring arrangements**

This policy will be reviewed yearly by Headteacher. At every review, it will be approved by the local governing board.

## **8. Links to other policies**

This policy is linked to our:

- Behaviour policy
- Equality Diversity and Community Cohesion Policy
- Anti-bullying policy
- Complaints policy