



# **The Downland Federation**

## **Uniform and Dress Code Policy**

**Date of last review: December 2025**

**Date of next review: December 2026**

**Version: 4**

**The Downland Federation is committed to the safeguarding and welfare of its students and young people**

## **Status: Non-Statutory**

The information contained within this policy and the appendix are of equal importance. For relevant information please ensure you review the policy in its entirety.

### **1. Purpose**

- 1.1** As a federation, we believe in creating a sense of belonging where all students feel equal. We expect students to take pride in their appearance and in themselves. The school uniform and dress code policy is compulsory for all students.
- 1.2** Governors accept their responsibilities under the Equality Act of 2010 and appreciate that the school uniform should not discriminate on grounds of race, religion, sex and culture.
- 1.3** As a federation, we recognise the importance of ensuring that our uniforms are affordable for all families and have incorporated the principles of the Education (Guidance about Cost of School Uniforms) Act 2021 into our policy. This includes imposing a tendering process, repeated at least every five years, to ensure that, when a single supplier is used, best value for money is secured.
- 1.4** The information contained within this policy and the appendices are of equal importance. For relevant information please ensure you review the policy in its entirety.

### **2. Aims**

Through our uniform and dress code we aim to:

- Encourage students to feel pride in the school and pride in being a member of the school community;
- Support students to feel comfortable, safe and secure;
- Encourage a sense of equality and feeling of belonging, with students from different social, religious and ethnic groups all feeling equally welcome;
- Protect students from social pressures to dress in a particular way;
- Support parents to provide a clear dress code for their children, which also offers value for money. To support with making uniform as affordable as possible, the schools organise sales of second-hand uniform.

### **3. Consultation: Staff and Student Council**

### **4. Relationship with other policies:** Behaviour, Teaching and Learning, Code of Conduct, ICT, Equalities

### **5. Roles and Responsibilities**

- 5.1 Staff:** It is the responsibility of the Headteacher and staff to monitor and enforce the uniform as part of the day-to-day running of the school. In the first instance, a member of staff can deal with any minor breach of the uniform policy. More serious consequences will be used to help students who fail to meet the federation's expectations for uniform and dress code understand the importance of uniform to the school community. In extreme cases, these consequences could include withdrawal from lessons and social time, or students being required to wear trousers instead of skirts.
- 5.2 Parents:** Parents have the responsibility to ensure that their child comes to school in the correct uniform and dress code (see Home School Agreement).

**5.3 Students:** Students should wear their uniform correctly at all times (this includes on the journey to and from school). They should take personal responsibility for their own actions and understand the consequences of not wearing uniform correctly.

**5.4 Jewellery and mobile technology:** In the case of jewellery and other accessories which infringe the policy, a member of staff may ask the student to remove the item to be collected at the end of the day from them or passed to their head of year. In the case of personal mobile media devices and phones, these are confiscated for 3 days and passed to reception in a named envelope with the date of collection written on it. Parents may collect these items in person prior to the date of collection. Reception will keep the phone in the safe for collection on the stated date.

**5.5 'Non-uniform' Events:** If students are not expected to wear uniform because of a charity event or because they are on a trip, then their clothing should be appropriate for the working environment and the activities that they are taking part in. Students should not wear flip-flop shoes, cropped tops, low cut vest tops, strapless tops, knee length shorts, very short skirts or shorts, or other revealing items of clothing. T-shirts are not to display extreme or offensive views or comments.

## **Appendix A – The Downs School (Years 7-11)**

All uniform is available from Skoolkit Ltd in the Parkway Shopping Centre in Newbury, although many parts of the school uniform are available from other suppliers. The school regularly reviews the cost and quality of the uniform available from Skoolkit Ltd to ensure that it offers good value. Our uniform policy conforms to Department For Education requirements for students to be required to wear no more than four branded items, including a school tie.

All articles of clothing, including shoes, games kit and towels, must be clearly marked with the student's name. It is advisable that equipment is also clearly marked with the student's name. Each student must be responsible for looking after his/her personal property at all times.

If students are unable to wear full correct uniform for any reason, they must bring a note of explanation from their parents and carers and present it to their Head of Year.

In the summer if the weather is extremely hot, students may be given permission to remove their blazers or jackets, which will be signalled by a message on the school screens.

Students are not allowed to wear jewellery, including any facial and body piercings. There are some exceptions to this rule:

- Students may wear Medic Alert bracelets or necklaces
- Students may wear jewellery if they belong to a religion that requires its adherents to wear specific items of jewellery, although religious jewellery that is a symbol of faith but not explicitly required by the religion should not be worn
- These items of jewellery may still need to be removed for reasons of Health and Safety.

Students are strongly advised to have any piercings at the start of the summer holiday, so their piercings are fully healed by the beginning of September. If any student has a piercing at another time, they will be required to wear clear plastic retainers, rather than any item of jewellery, while they are in school. These should not be worn once the piercing has healed.

There should be no extremes of hair colour or style. If students are uncertain of what would constitute an extreme hair colour or style, then they should consult with their Head of Year for clarification before they modify their hair. Please note that the school's position on hair colour or style will not discriminate against any student on the basis of his or her protected characteristics.

If make-up is worn, it should be natural in appearance.

Nails should be kept short and neat and coloured nails are not allowed.

Mobile phones are allowed in bags or pockets but must be out of sight and switched off whilst in school and will be confiscated in line with the behaviour policy if they are used.

The Headteacher's decision is final on all matters relating to uniform and dress code, subject to this policy.

### **Uniform for students in Years 7-11**

- Black blazer with school badge;
- Black smart tailored trousers worn above the hips or 'A' line skirt with front inverted pleat, which must be no shorter than just above the knee. (Skoolkit navy skirt: Code No GS3V-NVY). Banner black skirt: Code No: 3590). *No other styles are acceptable. (Note: These must match the colour of the blazer);*
- Black V-neck jumper (sweatshirts, even school sweatshirts, should not be worn instead of the V-neck jumper);

- Hijab, if worn, should match blazer and skirt/trousers;
- White shirt, which should be tucked into the waistband at all times; the top button should always remain fastened;
- House tie, which should display at least five stripes;
- Black or dark brown (not tan) shoes, with heels no higher than two inches. Shoes should be made of a polishable material such as leather and should not have visible logos. Trainers and platform shoes must not be worn. Shoes should protect and support feet to comply with the school's Health & Safety regulations;
- Belts, if worn, should be discreet and in black or dark brown;
- Dark socks to be worn with trousers;
- Plain white or dark socks or black tights to be worn with skirts;
- Outdoor coat which covers the blazer (coats should not be worn instead of blazers).

#### **PE Kit For Students in Years 7-11**

- School polo shirt with school logo;
- Socks – long; these can be in either school colours or plain navy;
- Socks - short white (indoor and summer activities);
- School shorts/skort - these can be in either school colours with the school logo, or plain navy;
- Navy or black sports leggings (these must be designed specifically for participation in sports activities; the suitability of the leggings will be determined by the PE staff)
- Trainers with low ankles and non-marking soles;
- Football boots with moulded studs (usually these will be needed from October half-term until Easter)
- Shin-pads;
- Mouth guard for hockey/rugby;
- One-piece swimming suit or swimming trunks (not Bermuda shorts) and towel;
- School rugby shirt with school logo (optional)
- Navy or black tracksuit bottoms (optional for outdoor games);
- Navy or black sweatshirt, without a hood (optional for outdoor games);
- Please note that we have requested that the uniform supplier no longer offers the service of printing large initials on polo shirts and shorts, in order to make it easier for kit to be passed on to siblings or to be bought second-hand; the supplier will remove initials from existing kit for a small fee.

## Appendix B

The Sixth Form aims to provide a dress code that reflects modern standards of "professional dress" in a typical work environment.

Students entering the Sixth Form are expected to exercise a disciplined and mature attitude to dress. It is expected that the following general principles will be met by all students. Sixth Formers are the role models for the rest of the school and are often asked to meet and show guests around. Their appearance is therefore very important, both in school and on the way to and from school, and for this reason we expect Sixth Form students to dress in a smart, business-like manner.

We aim to provide a dress code that is accessible to the entire student body and is fully promoting and supportive of students expressing their own individuality. The Sixth Form makes a conscious effort to not set specific requirements based on gender identities, with the aim of allowing all Sixth Formers to feel comfortable in adhering to the dress code. We believe this allows students the freedom to dress how they feel most comfortable, within a framework that recognises their responsibility to promote the highest standards of dress and appearance to the rest of the school.

It is expected that Sixth Form students will be sensible and self-regulating in the choice of clothing that they wear to school. However, if dress is considered inappropriate then the student will receive an appropriate consequence for not meeting the agreed expectations. Students are representatives of the school and the way in which they dress conveys important messages about the school, as well as showing concern for health and safety; Professional, casual dress is expected, with no revealing clothes.

This dress code has been created in consultation with the Sixth Form Student Leadership Team and the Senior Leadership Team of the school.

### **Examples of acceptable clothing items are:**

- Collared shirts (a polo shirt may be worn during the Summer term)
- Quarter-zip and smart V-neck jumpers.
- Tailored or A-line skirts or dresses (**fingertip length**).
- Formal jackets and coats, such as blazers and thick cardigans (without a zip).
- Chinos and formal trousers, or smart solid black (not faded) jeans
- Although preferable, ties are optional.

### **Examples of unacceptable clothing items are:**

- Crop tops (There should be no skin at all on show between the top itself and the top of the skirt or trouser)
- Strapless tops, low-cut tops or thin strap 'spaghetti' tops
- Shorts and short skirts or dresses (**above fingertip length**)
- Any tight-fitting skirts or dresses which may ride up such that they are above fingertip length
- Frayed, ripped, tattered items of clothing
- No type of denim or jeans other than solid black jeans.
- Visible underwear
- Sportswear including tracksuits, tracksuit trousers, sweatshirts, hoodies, leggings.
- Branded items beyond a simple chest motif
- Transparent or see-through items such as fishnet tights.
- Polo Shirts during the Autumn and Spring terms

### **Examples of acceptable non-clothing items:**

- Ear piercings and one nose stud.

**Examples of unacceptable non-clothing items:**

- Non-natural hair colours
- Any other type of piercing
- Stretched lobes
- Tattoos
- Large hoop earrings (Health and Safety concerns)

**Examples of unacceptable shoes:**

**All shoes should be smart and in good condition, and appropriate for the work place**

- Flip flops
- Mules
- Trainers and all sport shoes
- Sliders
- High platform shoes/boots/stilettos (health and safety concerns)
- Ugg boots
- Any shoes without a back strap

**Dress Down Friday:**

- On Fridays, students are allowed to choose what they wear however they must continue to dress appropriately for the school environment.

**Examples of unacceptable clothing for Dress Down Friday:**

- Crop tops (There should be no skin at all on show between the top itself and the top of the skirt or trouser)
- Strapless tops
- Very low-cut tops
- Very short skirts, shorts or dresses (**above fingertip length**)
- Any tight-fitting skirts or dresses which may ride up such that they are above fingertip length
- Visible underwear
- Transparent or see-through items such as fishnet tights.

**Examples of unacceptable shoes for Dress Down Friday:**

- Any shoe without a back strap (health and safety concerns)
- High platform shoes/boots/stilettos (health and safety concerns)

## Appendix C – Compton CofE Primary School

### **The uniform consists of:**

- Grey trousers or skirts
- Light blue collared shirt. Closed collared shirts should be worn with a navy and light blue striped school tie. Light revere collar may be worn without a tie.
- Light blue Polo shirt in Reception only
- Navy blue jumpers or cardigans or school jumpers with the school logo
- Grey socks or tights
- Sturdy black school shoes (not boots or trainers) suitable for playing outdoors;
- Blue/white gingham dresses may be worn in the summer with white socks
- Grey shorts many be worn in the summer
- A hat is advised for summer

### **PE:**

- Navy blue shorts or skort?
- Navy blue T-shirt with school logo
- Trainers.
- A warm, plain black or navy blue tracksuit is advised in the winter;

Our uniform is available to buy on-line at [www.myclothing.com](http://www.myclothing.com) 0800 069 9949 or from the Skoolkit Ltd shop in Parkway in Newbury.

### **All clothing/shoes should be clearly marked with your child's name.**

All children should wear strong, comfortable shoes to school. At playtime and lunchtime junior children are allowed to play on the field and should bring a spare pair of trainers to change into. In bad weather they will also need a change of clothing separate from their PE kit as they may get very muddy! Clean trainers should be available every day to change into for physical education. These should not be worn in the classroom.

High standards of appearance and grooming are expected. Jewellery, make-up, hair-gel, nail varnish and earrings are not acceptable. Long hair (shoulder length or longer) must be tied back. No extremes of hair colour or style, or ornate hair decorations are allowed. The Director of Primaries' decision is final. If a watch is worn to school, it is the responsibility of the child.

Students are not allowed to wear jewellery. There are some exceptions to this rule:

- Students may wear Medic Alert bracelets or necklaces
- Students may wear jewellery if they belong to a religion that requires its adherents to wear specific items of jewellery, although religious jewellery that is a symbol of faith but not explicitly required by the religion should not be worn
- Students may wear a simple wrist watch; however, smart watches, air tags and smart glasses are not permitted
- These items of jewellery may still need to be removed for reasons of Health and Safety.

Students are strongly advised to have any piercings at the start of the summer holiday, so their piercings are fully healed by the beginning of September. If any student has a piercing at another time, they will be required to wear clear plastic retainers, rather than any item of jewellery, while they are in school. These should not be worn once the piercing has healed.

## Appendix D – Beedon CofE Primary School

### **The uniform consists of:**

- Grey skirts, shorts, trousers or pinafores;
- Navy blue school sweatshirt, cardigan or school fleece with logo;
- White polo shirt (with or without school logo);
- Grey socks or tights;
- Sturdy black school shoes (not boots or trainers) suitable for playing outdoors;
- Blue/White Gingham dresses may be worn in the summer with white socks.
- A hat is advised for summer

### **PE**

- Navy blue polo shirt with school logo;
- Navy shorts or skorts;
- A warm, plain black or navy blue tracksuit is advised in the winter;
- Trainers for outdoor PE;

### **All clothing/shoes should be clearly marked with your child's name.**

Our uniform is available to buy on-line at [www.myclothing.com](http://www.myclothing.com) 0800 069 9949 or from the Skoolkit Ltd shop in Parkway in Newbury.

High standards of appearance and grooming are expected. Jewellery, make-up, hair-gel, nail varnish and earrings are not acceptable. Long hair (shoulder length or longer) must be tied back. No extremes of hair colour or style, or ornate hair decorations are allowed. The Director of Primaries decision is final. If a watch is worn to school, it is the responsibility of the child.

Students are not allowed to wear jewellery. There are some exceptions to this rule:

- Students may wear Medic Alert bracelets or necklaces
- Students may wear jewellery if they belong to a religion that requires its adherents to wear specific items of jewellery, although religious jewellery that is a symbol of faith but not explicitly required by the religion should not be worn
- Students may wear a simple wrist watch; however, smart watches, air tags and smart glasses are not permitted
- These items of jewellery may still need to be removed for reasons of Health and Safety.

Students are strongly advised to have any piercings at the start of the summer holiday, so their piercings are fully healed by the beginning of September. If any student has a piercing at another time, they will be required to wear clear plastic retainers, rather than any item of jewellery, while they are in school. These should not be worn once the piercing has healed.

## **Appendix E – Basildon CofE Primary School**

### **The uniform consists of:**

- Grey trousers;
- Blues tartan skirts or pinafore
- Navy blue school jumper or cardigan with light blue band through the collar,
- School fleece with logo- work in addition to not instead of school jumper
- Light blue revere collar shirt- worn without a school tie
- Light blue closed collar shirt worn with navy and light blue striped school tie
- Blue Polo shirt for Reception only
- Grey socks or tights;
- Sturdy black school shoes (not boots or trainers) suitable for playing outdoors;
- Navy Blue/White Gingham dresses may be worn in the summer with white socks.
- Grey shorts may be worn in summer term only
- A hat is advised for summer
- Navy coat or school coat
- School book bag, rucksack or plain navy school bag

### **PE**

- Navy blue PE shirt with school logo;
- Navy shorts or skirts;
- School fleece
- A warm, plain black or navy-blue tracksuit is advised in the winter;
- Trainers for outdoor PE;

### **All clothing/shoes should be clearly marked with your child's name.**

Our uniform is available to buy on-line at Stevensons website or Reading store Or School Second-hand shop.

High standards of appearance and grooming are expected. Jewellery, make-up, hair-gel, nail varnish and earrings are not acceptable. Long hair (shoulder length or longer) must be tied back. No extremes of hair colour or style, or ornate hair decorations are allowed. The Director of Primaries' decision is final. If a watch is worn to school, it is the responsibility of the child.

Students are not allowed to wear jewellery. There are some exceptions to this rule:

- Students may wear Medic Alert bracelets or necklaces
- Students may wear jewellery if they belong to a religion that requires its adherents to wear specific items of jewellery, although religious jewellery that is a symbol of faith but not explicitly required by the religion should not be worn
- Students may wear a simple wrist watch; however, smart watches, smart glasses and tracking devices are not permitted
- These items of jewellery may still need to be removed for reasons of Health and Safety.

Students are strongly advised to have any piercings at the start of the summer holiday, so their piercings are fully healed by the beginning of September. If any student has a piercing at another time, they will be required to wear clear plastic retainers, rather than any item of jewellery, while they are in school. These should not be worn once the piercing has healed.