



THE WREN

NURTURE · CHALLENGE · INSPIRE

Uniform and Dress Code Policy

2023

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 leveller 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.

Rationale for a uniform change – September 2023

Following the national pandemic and the appointment of new school leaders, the school commissioned a series of investigations into how to improve attendance and behaviour and support students in their return to full time education. Feedback from students revealed that many did not take pride in belonging to the school and its community, and consequently too many were not wearing the correct uniform. Specifically, the bird logo and jumper-based uniform was seen by them as a primary school uniform, and not aspirational. Wider feedback showed that parents valued the original branding far more than the students.

The new branding is perceived as more ambitious, representing the school's journey to exceptional by pushing forward and upwards whilst retaining the original Wren teal colour and the bird symbolised through "flying arrows". The introduction of navy blue to the existing teal and grey was suggested by student focus groups. School leaders were reluctant to introduce blazers as they are costly, but it was recognised that they can provide sensory comfort for students, as coats are not allowed to be worn indoors. The mix and match approach to the new uniform ensures that The Wren School can still offer the second-cheapest secondary school uniform in Reading, whilst responding to our students' requests.

The school recognises that changing uniform is an expensive project, and it has not been taken lightly. Vouchers have been issued to cover replacement costs for all families of KS3 and KS4 students from September 2023, for one year. The PE uniform has been left unchanged.

Management of the policy

School:	This policy is managed by the Principal and the wider Senior Leadership Team
Approval:	By the Principal and Academy Committee, and updated June 2023, in place for the start of September 2023
Next review due:	July 2024

Links to other policies

This policy is linked to our:

- Behaviour Policy
- Complaints Policy
- Equality objectives report
- Financial Support Fund Policy

TRANSITION ARRANGEMENTS

For the academic year 2023-24 ONLY, The Wren branded polo shirts can be worn.

For students attending the Wren in May 2023, vouchers worth £60/£65 per child have been issued in June 2023 and are valid until May 2024. These are redeemable at Stevensons, the current supplier of our school uniform.

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 where possible;
- 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 a 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 headwear and other religious or cultural symbols appropriate for the school environment, except where these contravene the jewellery rules on page 5;
- 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. These will be considered on a case-by-case basis.

Limiting the cost of school uniform

Our school has a duty to make sure that the uniform 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 must 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:

- maximising the options available;
- 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 leveller;
- 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 concerns about the policy.

Expectations for school uniform

Our school's uniform and dress code

Key Stages 3 and 4

All students are expected to always wear school uniform, which is outlined below.

Our uniform allows students to pick from a wardrobe of options outlined below.

See Appendix A for our uniform guide and accompanying images.

All students must wear/have the following items.

Shoes

School shoes must be plain black, flat, formal polishable shoes. Trainers, trainer like shoes, crocs, sliders, boots or canvas shoes cannot be worn. Logos must not be visible. The Principal will be the arbiter of what constitutes appropriate school shoes.

Examples of acceptable shoes are shown in Appendix B. If in doubt, please check with the school before purchasing new shoes.

Tights / Socks

Tights must be plain grey, black, or natural coloured only.

Socks must be plain grey or black and no logos should be visible.

When socks are worn over tights, they must be of the same colour as the tights. White socks are not permitted to be worn, except as part of the PE Kit.

Trousers / Shorts

Trousers must be **grey** tailored trousers or shorts, of formal convention cut in a plain material. Cargo shorts or trousers may not be worn. Any form of skin-tight trousers or short, leggings, jeans, jogging bottom or chinos cannot be worn. **Shorts must be on the knee in length.**

or

Skirt

Plain **grey** pleated skirt to be worn. Skin-tight or tube fitting skirts cannot be worn.

Examples of acceptable trousers, shorts and skirts are shown in Appendix C. If in doubt, please check with the school before purchasing new items of uniform.

Bags and Equipment

All students must bring with them a school bag that is large enough to hold A4 exercise books and all expected school equipment, including their planner.

Expected school equipment is shown in Appendix D

All students must then choose one of the following.

A Wren School branded **white polo shirt**, currently available only from Stevensons, or plain white polo shirt.

OR

A plain **white buttoned shirt** with a plain collar. Both short and long-sleeved shirts are allowed. The shirt must be tucked in, top button must be fastened and must be worn with the Wren School branded **tie**. Tie length should be to the waist.

The Wren bird branded polo shirts can be worn for the academic year 2023-24 as part of our phased uniform transition.

Students can then choose one or more of the following.

A Wren School **Navy Blazer** with Wren School branding, available only from Stevensons. The blazer is available in both standard (box) and fitted tailoring.

OR

A Wren School **Navy Cardigan** with Wren School branding, available only from Stevensons.

OR

A Wren School **Navy V-Neck Jumper** with Wren School branding, available only from Stevensons.

Students cannot wear any other jumper or top apart from those listed here.

Students should also be aware of the following expectations.

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 the lobby area of any school building. They should be placed into bags or be carried in hands or over forearms only.

Outdoor Wear

No outside wear: scarves, gloves, hats etc. can be worn once the student has entered the school buildings past the lobby areas.

Balaclavas and Durags cannot be worn on school site.

Jewellery

A single small stud can be worn in each ear.

A single small stud can also be worn in the nose.

Simple watches can be worn. Smart watches and those which can connect to the internet cannot be worn.

No other jewellery is permitted.

All jewellery, including all watches must be removed for PE and other practical lessons.

Make-Up

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 headwear may be worn, and these must be a plain colour.

Wren Six

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

All students must wear/have the following items.

Lanyard

The yellow Wren Six lanyard must be worn, around the neck, at all times when on the school site.

Students must then follow our expectations which adheres to our 'work smart' dress code.

Shoes

Smart shoes and smart trainers suitable for a work environment are acceptable.

Heels or platform shoes, open toe footwear, crocs and sliders cannot be worn.

Trousers and equivalent items

Smart trousers or jeans, tailored shorts and smart denim shorts are acceptable.

Ripped jeans or tracksuit bottoms cannot be worn. Leggings can only be worn as an under garment but not as a standalone item. Ripped shorts, sports shorts and ripped denim shorts cannot be worn.

Tops and equivalent items

Smart t-shirts, collared polo shirts and collared shirts or blouses are acceptable.

Large logos/branding, replica sports shirts and string strapped vests cannot be worn.

Crop tops, or equivalent cannot be worn.

Cardigans, round or V-neck jumpers and sweatshirts and fleeces are acceptable.

Large logos/branding and hooded items cannot be worn.

Political, drug-related, offensive slogans and logos are prohibited.

Dresses and skirts

Smart dresses and skirts are allowed. These should be an appropriate length for a work environment.

Religious Items

Religious dress, including headwear may be worn.

Students should also be aware of the following expectations.

Coats

All coats must be removed when entering the lobby area of any school building. They should be placed into bags or be carried in hands or over forearms only.

Outdoor Wear

No outside wear: scarves, gloves, hats etc. can be worn once the student has entered the school buildings past the lobby areas.

Balaclavas and Durags cannot be worn on the school site.

Tattoos

Tattoos are prohibited for students under the age of 18 in line with the law.

Students over the age of 18, tattoos can be seen but they **must not be considered offensive or inappropriate**. The Principal will be the arbiter of what constitutes offensive and inappropriate, and may insist on tattoos being covered.

Jewellery & Hair

There are no formal restrictions on jewellery and hair, however subject specific safety requirements must be adhered to.

Clothing for Enrichment in Wren Six

If participating in sport for enrichment sessions, students must:

- get changed using the available changing rooms in the PE department;
- wear **appropriate sportswear**, which is **without large logos/branding**. Sports leggings may be worn;
- wear **footwear in line with PE department expectations**;
- **remove** all jewellery and tie up hair due to health and safety regulations when playing sport.

PE Kit

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

See Appendix E for our PE kit guide and accompanying images.

Every lesson, students must wear (even if they are unable to fully participate due to injury):

- the Wren School PE shirt;
- plain black sports shorts, plain black tracksuit bottoms or plain black leggings. Sports leggings may be worn. These should be Lycra leggings, not cotton. Large logos and branding cannot be worn; small discreet logos are acceptable. Replica sports kits cannot be worn.

Every lesson, students must bring:

- sports trainers;
- football boots. For the school Astro turf football boots must be either round moulded studs or plastic screw in studs. Blade shaped studs and metal studs cannot be worn. Astro turf trainers cannot be worn;
- long, plain black football socks are required for all invasion games. White sports socks are required for all other activities. Both socks should be available every lesson.

In cold weather, students can wear:

- black, Wren School branded fleece or plain black jumper. Hooded tops and full-length zipped tops cannot be worn for safety reasons. Any top with a zip will need to be removed for all invasion games;
- base layers, or equivalent, may be worn. If the base layer has long sleeves, then it must be black in colour;
- gloves may be worn at the discretion of the PE staff; this will relate to the safety requirements for each activity;
- for outside lessons in extreme cold weather a hat may be worn. For health and safety reasons, this must not have a bobble.

Sport specific requirements:

- for football, shin pads must be worn. For safety reasons students cannot participate in the competitive element of lessons without shin pads;
- gum shields are strongly advised for rugby. When representing the school in competitive league matches, a gum shield must be worn.

Safety requirements in PE:

- jewellery, which is acceptable within the uniform policy must be removed for PE, including a watch. Students must not get piercings which cannot be removed for PE lessons;
- hair must be tied up;
- scarves cannot be worn;
- for hygiene reasons, tights cannot be worn in PE.

Where to purchase uniform

All branded school uniform items can be purchased from our current uniform supplier Stevensons. To order uniform visit www.stevensons.co.uk.

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 [Financial Support Fund Policy](#), which details how families can access financial support which can be used towards purchasing items of uniform.

Expectations for our school community

Students

Students are expected to wear the correct uniform at all times whilst:

- 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 or the Director of Sixth Form and Futures if they want to request an amendment to the Uniform Policy in relation to their protected characteristics.

Students are expected to visit the school uniform Swap Shop and correct their uniform if they arrive in incomplete uniform. This must be done as soon as students arrive on the school site.

If a student does not correct their uniform upon arrival they will receive a consequence, removing them from their normal lessons until their uniform is corrected.

Families

Families 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.

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;
- a medical need. This must be accompanied by a medical note stating that an element of the uniform cannot be worn.

Families are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with our concerns and complaints procedures.

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 uniform and dress code policy the opportunity to correct and make their uniform or dress right.

Where breaches of the policy do occur and where students refuse to correct their uniform or dress, consequences will be issued in line with the school Behaviour Policy.

Academy Committee

The Academy Committee will review this policy and make sure that it:

- is appropriate for our school's context;
- is implemented consistently 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 Academy Committee 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. The next retendering process is due to be completed by September 2024

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 the Academy Committee.

Appendix A

Uniform Options

Students will be free to choose from;

A branded (new or current) white polo shirt, a plain white polo shirt or a plain white buttoned shirt, short or long sleeve, with a branded tie.



Students will then be free to choose to wear any of the three branded top items or a combination of these;

A branded navy blazer, a branded navy V neck jumper, or a branded navy cardigan.



Appendix B
Shoes

School shoes must be plain black, flat, formal polishable shoes.		
 	 	 
 	 	 
<p>Trainers, trainer like shoes, crocs, sliders, boots or canvas shoes cannot be worn. Logos must not be visible. The Principal will be the arbiter of what constitutes appropriate school shoes.</p> <p>If in doubt, please check with the school before purchasing new shoes.</p>		
 <p>Not acceptable This is a boot.</p> 	 <p>Not acceptable This has a visible branded logo.</p> 	 <p>Not acceptable This is a trainer / trainer like shoe.</p> 



Not acceptable
This is a canvas non-polishable shoe.



Not acceptable
This is not a plain black shoe.



Not acceptable
This shoe has a canvas toe and is not fully polishable.



Appendix C

Skirts

Plain **grey** pleated skirt to be worn.



Skin-tight or tube-fitting skirts cannot be worn.

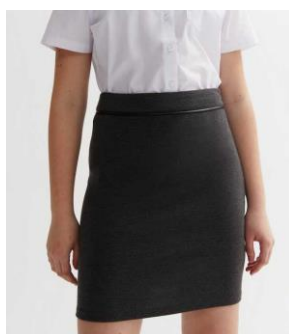
If in doubt, please check with the school before purchasing new items of uniform.



Not acceptable
This is a skin-tight / tube-fitting skirt



Not acceptable
This is a skin-tight / tube-fitting skirt.



Not acceptable
This is a black skirt. Grey skirts must be worn.



Appendix C

Trousers and shorts

Trousers must be **grey** tailored trousers or shorts, of formal convention cut in a plain material.



Any form of skin-tight trousers or short, leggings, jeans, joggers, or chinos cannot be worn. **Shorts must be on the knee in length.**

If in doubt, please check with the school before purchasing new items of uniform.



Not acceptable
These are skin-tight trousers.



Not acceptable
These are black shorts and not on the knee in length.



Appendix D

School Equipment

All students must bring a bag with them each day that is large enough to hold A4 exercise books.

Students are also expected to ensure they have the following equipment in their bags.

- A water bottle.
- Their school planner.
- A pencil case which contains a minimum of
 - a pen
 - a pencil
 - a ruler
- A scientific calculator 'Casio fx-83GTX' or similar (A calculator is not essential and can be borrowed in some lessons or ordered through school).

Appendix E

PE Kit

Plain black sports shorts, plain black tracksuit bottoms or plain black leggings.



Sports leggings may be worn. These should be Lycra leggings, not cotton. Large logos and branding cannot be worn; small discreet logos are acceptable. Replica sports kits cannot be worn.

Blade shaped studs and metal studs cannot be worn. Astro turf trainers cannot be worn.

If in doubt, please check with the school before purchasing new items of uniform.



Not acceptable
These are cotton leggings with
large branding.



Not acceptable
This is replica sports kit.



Not acceptable
These are metal studded
trainers.