



School uniform policy

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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 all parents and carers
- › Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- › Clarify our expectations for school uniform

2. Our academy'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 academy will:

- › Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in
- › Make sure that our uniform costs the same for all pupils
- › Allow all children to have long hair, although we reserve the right to ask that long hair be tied back
- › Allow all children to style their hair in a way that is appropriate for school, and makes them feel most comfortable
- › Allow children to wear headscarves and/or other religious garments
- › Allow children 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 pupils or their parents/carers to get in touch with office staff, 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 academy 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 an academy 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 – can be generic from any retailer
- › Provides the best value for money for parents and carers - We will do this by ensuring none of our branded uniform is compulsory and we actively encourage parent/carers to purchase generic unbranded uniform.
- › Avoiding different uniform requirements for extra-curricular activities
- › Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- › Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, 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 pupils on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the academy'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. Expectations for school uniform

4.1 Our academy's uniform

- White Polo Shirt (with academy badge optional)
- Red Cardigan / Sweatshirt (with academy badge optional)
- Grey Skirt, Pinafore Dress or Red Checked Dress
- Grey **uniform** Trousers or Shorts
- White or grey socks
- Red or Grey Tights
- Black School Shoes (*not open-toed or heeled sandals, heeled boots or trainers*)

PE Kit

- Red T-Shirt (with academy badge optional)
- Black Jumper (with academy badge optional)
- Black Shorts
- Trainers (*Non lace up please!*)
- Black Jogging Bottoms

No jewellery should be worn for school, only ear studs are permitted. Surgical tape must be provided from home to cover ear studs during P.E.

4.2 Where to purchase or acquire it

If you wish to purchase branded items we use Taylor Made. Taylor Made can also provide non branded items. Non branded items can also be purchased from many different high street retailers and online.

We provide some uniform annually to those families in receipt of income based benefits. e.g Pupil Premium Grant.

2nd hand uniform is available through multiple sales and by emailing requests to the PTFA. If a parent/carer does not wish to contact the PTFA for confidentiality reasons, they can contact the academy office and we can request items for them.

5. Expectations for our school community

5.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the academy premises
- At out-of-school events or on trips that are organised by the academy, or where they are representing the academy (if required)

The academy will respond sensitively where families make an amendment to the uniform policy in relation to their protected characteristics.

5.2 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 expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the academy's complaints policy.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our academy's complaints policy

The academy 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 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.

Ongoing breaches of our uniform policy will be dealt with by the senior leadership team.

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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory [guidance](#).

5.4 Board of Trustees

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

- › Is appropriate for our academy's context
- › Is implemented fairly across the academy
- › Takes into account the views of parents/carers, and children
- › Offers a uniform that is appropriate, practical and safe for all children

The board will also make sure that the academy'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. Monitoring arrangements

This policy will be reviewed every 3 years by Sharon Ashbolt, Office Manager. At every review, it will be approved by the board of trustees.

7. Links to other policies

This policy is linked to our:

- › Behaviour policy
- › Equality information and objectives statement
- › Anti-bullying policy
- › Complaints policy