

Policy:	Uniform
Owner:	Paul Fountain
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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 for Academy 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 sex, race, religion or belief, 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 or that most reflects their self-identified gender
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in the way that is appropriate for the Academy yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Assistant Headteacher for Behaviour and Wellbeing, who can answer questions about the policy and respond to any requests

3. Limiting the cost of Academy 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 on the cost of Academy uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have an Academy logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents' 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 parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics by only asking that the jumper/cardigan and PE polo shirt features the Academy logo
- Avoiding specific requirements for items pupils could wear on non-Academy days, such as coats and bags
- Keeping the number of optional branded items to a minimum, so that the Academy's uniform can act as a social leveler
- Avoiding different uniform requirements for different years
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for Academy uniform

4.1 Our Academy's uniform

- The only branded items in our Academy uniform are a navy-blue cardigan or jumper and PE polo shirt
- Book bags are an optional branded item
- All other items of clothing are not expected to be branded. These are a white blouse, shirt or polo shirt and Navy-blue or black skirt, trousers or Salwar Kameez
- For PE children are expected to wear a navy-blue polo shirt with the Academy logo, black or navy blue tracksuit bottoms and trainers.

- Earrings should only be worn if they are stud earrings. These may need to be covered or removed for some activities on the grounds of health and safety. No other jewelry is permitted unless it is for religious or cultural reasons.
- Shoes should be black school shoes with no heel
- Headscarves should be practical and blue, black or white in colour

4.2 Where to purchase it

- Branded items of Academy uniform are available from the Academy Office on each site
- Second-hand uniform is for sale on Wednesdays and Fridays on GSS from 2:45-2:55 and BBS from 3:10-3:20

5. Expectations for our Academy community

5.1 Pupils

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

- On the Academy premises
- Travelling to and from the Academy
- At out-of-Academy events or on trips that are organised by the Academy, or where they are representing the Academy (if required)

Pupils are also expected to contact the Assistant Head teacher for Behaviour and Wellbeing if they want to request 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 are also expected to contact the Assistant Head teacher for Behaviour and Wellbeing (on 01733 343908) 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 are expected to lodge any complaints or objections relating to the Academy uniform in a timely and reasonable manner.

Disputes about the cost of the Academy uniform will be:

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

The Academy will work closely with parents 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 Phase leader if the situation doesn't improve.

Ongoing breaches of our uniform policy will be passed on to the Phase leader so that they can meet with parents to resolve any barriers.

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 pass on their concern via Myconcern to the Designated Safeguarding Lead

5.4 Academy Committee

The Academy Committee 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 and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The committee 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 two years by the Assistant Headteacher for Behaviour and Wellbeing. At every review, it will be approved by the Academy Committee.

7. Links to other policies

This policy is linked to our:

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