TRUST Policy	Uniform Policy					
Approved by	LAC	Issue Date	Sept 22	Review Date	Sept 25	
Audience	Trustees		Staff	✔	Pupils	✔
	Local Academy Council	✔	Parents	✔	General Public	✔

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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 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 sex, race, religion or belief, and gender reassignment. To avoid discrimination, our school 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 school 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 school leadership team, who can answer questions about the policy and respond to any requests.

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 on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to 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 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 where possible: for example, by only asking that the blazer, worn over the jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- 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 year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- 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 school uniform

4.1 Our school's uniform

UNIFORM

Girls

Navy cardigan or jumper with logo

Navy or grey skirt, pinafore or trousers

Blue summer dresses

Jade green polo shirt with or without logo

White, navy or grey socks or tights

Black or navy shoes

Boys

Navy jumper or cardigan with logo

Grey or black trousers

Jade green polo shirt with or without logo

Grey or black socks

Black shoes

PE

Children will also require a change of clothing for games and PE lessons. Please come dressed ready for PE in your PE kit.

Team coloured T-shirt with or without logo

Navy or black shorts

Navy or black tracksuit

Pumps and trainers

HAIRSTYLES/ JEWELLRY

Hairstyles should be neat and tidy and promote our high standards of dress. Long hair should be off the face in all lessons and fully tied back for PE. Children may be sent home to rectify unsuitable hairstyles. As a TRUST we allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable however, we encourage there to be no extremes of style or colour and no shaved lines or patterns. Where possible hair accessories should be discreet and plain.

In order to keep children safe, other than items of jewellery worn for religious purposes, stud earrings are the only items of jewellery that children are permitted to wear.

EQUIPMENT

1. Children do not require large school bags or additional equipment.
2. All basic equipment e.g. pencils, rulers, handwriting pens, colouring pencils is provided by school. Any additional equipment brought in is under families' own risk.
3. Lunchboxes should be named and then will be stored on the allocated areas and taken home every day.
4. Water bottles should be named and they will be kept in the classroom other than when taken outside/to the hall for sports activities. Children are encouraged to drink water and should not bring other drinks into school.

4.2 Other uniform options

Second-hand uniform is available from

- The school second hand rail is located in the foyer. Please ask at the school office.

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 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)

Pupils are also expected to contact Leadership Team of the Academy if they want to request an amendment to the uniform policy in relation to their protected characteristics or the cost of the uniform.

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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 expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

- Resolved locally/within the Academy
- Dealt with in accordance with our school's complaints policy

All Academies 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 Leadership Team if the situation doesn't improve.

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.

5.4 Local Academy Council

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

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.

6. Links to other policies

This policy is linked to our:

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