

## ACORN MULTI ACADEMY TRUST

# Uniform Policy

### Membury Primary Academy

Status	Template adopted by Trust Board 20th October 2022
Panel Responsible:	LGB
Policy source	The Key
Date Full Review:	October 2024
Policy Management:	Clerk/SLT
This policy must be read in conjunction with the following policies: <i>Anti-Bullying</i> <i>Behaviour Policy</i> <i>Acorn Complaints Policy</i>	<i>Acorn Equality Policy &amp; Objectives</i> <i>SEND Policy</i> <i>Safeguarding Policy</i>

## 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 Head of School, 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 jumper features the school logo

- Avoiding specific requirements for items pupils could wear on non-school days, such as coats and bags
- 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

Our main school colour is royal blue.

Item	Colour	Branded
skirt, pinafore, trousers or shorts	Grey	No
Summer dress	Blue Checked	No
polo shirt	Sky blue	Optional
sweatshirt or cardigan with logo	Royal blue	Yes
socks	Grey or white	No
tights	Grey	No
shoes (no trainers or high heels)	Black	No

##### P.E. Kit

Item	Colour
t-shirt with logo	Royal blue
shorts	Royal blue
track suit style trousers and tops for outdoor games	Royal blue
Trainers (for outdoor P.E.) or plimsolls (indoor P.E.)	N/A
<b>Strong drawstring bag clearly marked with the child's name to hold all the above</b>	

In the interests of hygiene and safety, children's hair should be tied back if it is long enough to reach the shoulders. Hairstyles should be smart, and not extreme in nature.

Please ensure jewellery is not worn to school, with the exception of ear studs and watches.

##### 4.2 Where to purchase it

All items with the school logo/colours are available to purchase through School Trends or Cupine Embroidery. The school will make every effort to ensure these items are of reasonable quality and an affordable price. The remainder of the uniform is available from most high street stores

We have a stock of second-hand uniforms available in school. Please contact the school office for more information.

Pupils eligible for Pupil Premium are able to claim some free uniform. Please ask at the office for details.

## **5. Expectations for our school community**

### **5.1 The role of 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 the Head of School if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### **5.2 The role of 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 Head of School 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 school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

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

The school will work closely with parents to arrive at a mutually acceptable outcome.

### **5.3 The role of staff**

Staff will closely monitor pupils to make sure they are in the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Head of School 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 The role of governors and the Trust Board**

The Trust Board of Directors will review the template for this policy. The Local Governing Body will review the school specific version of the policy and make sure that it:

- Is appropriate for the 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 Head of School will 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. Monitoring arrangements**

This policy will be reviewed every two years.

### **7. Links to other policies**

This policy is linked to the following school/trust policies:

- School behaviour policy
- AMAT equality policy and objectives statement
- Anti-bullying policy
- AMAT Complaints policy