SCHOOL UNIFORM POLICY

Learning Academies Trust

Version:	V4		
Approved by:	LAT Trust Board	Ratified date:	01 April 2025
Last review date:	20 December 2024	Next review date:	20 January 2027

ACADEMIES LEARNING TRUST

CONTENTS

1. AIMS 3
2. OUR LEGAL DUTIES UNDER THE EQUALITY ACT 2010 3
3. LIMITING THE COST OF SCHOOL UNIFORM 3
4. EXPECTATIONS FOR SCHOOL UNIFORM – See individual school policy for specific details. 4
5. EXPECTATIONS FOR OUR SCHOOL COMMUNITY 5
6. MONITORING ARRANGEMENTS 6

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 forparents 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 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 schools 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 Headteacher, who can answer questions about the policy and respond to any requests.

3. LIMITING THE COST OF SCHOOL UNIFORM

Our schools have 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 require 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.
- 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 leveler.

- Avoiding different uniform requirements for different year/class/house groups.
- Avoiding different uniform requirements for extra-curricular activities.
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels.
- Making sure that appropriate 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. LAT schools will not change uniform requirements more frequently than every five years.
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.
- Requiring school leaders to seek Trust Board approval for significant changes to individual school uniform arrangements in line with the LAT Scheme of Delegation.

4. EXPECTATIONS FOR SCHOOL UNIFORM – See individual school policy for specific details.

4.1 SCHOOL NAME HERE's uniform

All children attending XXXXXXXXXXXX need to be provided with the following items of school uniform (with each individual item being clearly labelled with the child's name please):

- ***General School Uniform***
  - *Which branded items are required*
  - *Which branded items are optional.*
  - *Where the school will accept generic items instead of branded ones.*
  - *Expectations for shoes.*
  - *Expectations for coats*
  - *Expectation for presentation e.g. Jumpers and cardigans are not to be worn around a child's waist.*

- ***Hair***
  - *Expectations for hairstyles and hair accessories.*

- ***Jewellery***
  - *Expectations for jewellery*

- ***Bags and Other Equipment***
  - *Expectations for bags and other equipment.*

Details of monitoring and parental contact arrangements

- ***General PE Kit***
  - *Expectations for PE Kit*

- ***Swimming Kit***
  - *Expectations for Swimming kit*

4.2 Where to purchase it

- As many school uniform items do not require a logo, it can be purchased from any suitable clothes retailer of your choice.
- *Any school uniform items with our logo are available to purchase online from:*
  - *Footprint Uniforms (http://www.footprintuniforms.co.uk/) and from*
  - *The Schoolwear Shop in Plymouth (105 Mayflower St,Plymouth PL1 1SD).*

  Both suppliers are Plymouth based.

- Pre-loved school uniform is freely available from the school's main reception when available, and from the Uniform Store (https://uniformstoreplymouth.co.uk/).

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 expected to contact *the Headteacher* 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:

- Clearly labelled with the child's name.
- In appropriate condition.
- Clean

Parents are expected to contact *the Headteacher* 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 Trust Complaints policy.

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

5.3 Staff

Staff will monitor pupils to make sure they are in appropriate 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.

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 Governors

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

- Is appropriate for our schools' context.

- Is implemented fairly across the Trust.
- Takes into account the views of parents and pupils and the school community.
- Offers a uniform that is appropriate, practical and safe for all pupils.
- Consider requests from individual schools wishing to make any significant change to uniform requirements.

The Trust 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 where appropriate, by re-tendering contracts at least every 5 years.

6. MONITORING ARRANGEMENTS

This policy will be reviewed every three years. At every review, it will be approved by the Trust Board.