

Uniform Policy

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Purpose and scope

This policy establishes a consistent framework for school uniforms across all academies within the Learning Community Trust, including primary, secondary, and special schools. It ensures compliance with the latest DfE statutory guidance on school uniforms, promotes inclusivity, affordability, and supports the well-being and identity of all young people.

- 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

Relevant additional policies, law and guidance

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our academies will:

- Allow young people with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Ensure our uniforms are suitable for daily activities, ensuring safety and comfort
- Avoid listing uniform items based on sex, to give all young people the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure that our uniform requirements must not impose undue financial burdens on families
- Allow all young people to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all young people to style their hair in a way that is appropriate for school
- Allow young people to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow young people to wear headscarves and/or other religious garments
- Allow for reasonable adaptations to our policy on the grounds of equality by asking young people or their parents/carers to get in touch with the academy to answer specific questions about their policy and respond to any requests. These will be considered on a case-by-case basis

This policy should be used in conjunction with the following additional documents:

- Behaviour Policy
- Equality Diversity and Inclusion Policy
- Complaint Policy and Procedure

Limiting the cost of school uniform

All academies in the Trust have a duty to make sure that the uniform required is affordable, in line with statutory guidance from the DfE on the cost of school uniform.

The Trust understands that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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
- For primary-aged pupils: Academies require no more than three branded items.
- For secondary-aged pupils: Academies require no more than four branded items, including a tie, if applicable.
- Branded items are limited to essential garments, such as blazers or jumpers, and made available at competitive prices.
- All other uniform components be generic and readily available from multiple retailers, including supermarkets and high-street stores.
- PE kits are practical, comfortable, and affordable.
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

Supplier Arrangements

- Academies engage with more than one supplier to ensure competitive pricing and availability.
- Uniform supply contracts are reviewed and re-tendered at least every five years to maintain value for money.
- Second-Hand Uniforms: Each academy facilitates the availability of second-hand uniforms through exchanges, or donations

Expectations for School Uniform

The Trustees will ensure that each academy has its own uniform policy available on academy websites which complies with this guidance.

Equality and Diversity

Uniform policies are inclusive and considerate of the needs of all young people, including those with protected characteristics. Academies will:

- Accommodate attire required by religious beliefs, such as head coverings.
- Allow uniform choices that do not reinforce gender stereotypes.
- Make reasonable adjustments for young people with disabilities, ensuring comfort and accessibility.

Policy Accessibility

Each academy publishes its uniform policy on its website, ensuring it is easily accessible and understandable for parents and carers. The policy includes:

- Specifies required and optional items, including any seasonal variations.
- Lists approved suppliers and options for purchasing uniforms.
- Provides information on the availability of pre-owned uniforms.

Expectations for the Trust Community

Young People

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

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

Young people are also expected to contact their Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 and carers are also 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 and carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in line with the Trust's Complaints Policy.

Staff

Staff will closely monitor young people to make sure they are in correct uniform. They will give any young people 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 the academy's Uniform Policy will be dealt with in line with each academy's Behaviour Policy.

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.

Disputes

Disputes about the cost of the school uniform will be:

- Resolved at academy level.
- Dealt with in accordance with the Trust's Complaints Policy

The academy will work closely with parents and carers to arrive at a mutually acceptable outcome.

Monitoring and review

The Trust's Director of Primary Education will monitor the implementation of this policy, including making sure that it is updated to reflect the needs and circumstances of the Trust and the academies.