Uniform Policy for Grace School Academies

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Author	Education Team
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Reviewed	Adrian Ball
Approved by	Adrian Ball
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Review cycle	Every Two Years or when legislation changes
Description of changes	Rebranded for DEMAT to Grace Schools

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1. Application of this Policy

The policy is applicable to Grace School academies.

2. Version control

No.	Status of document/changes	Prepared by	Reviewed by	Approved by	Date of approval	Review Date
1.	Initial position	Governance Team	Chief Executive Officer			
2.	Review April 2025	Education Team	Steve Davis, Trust Behaviour Lead	Chief Executive Officer		
3.	Rebranded from DEMAT to Grace Schools	Adam Downing		Chief Executive Officer	August 2026	August 2028

This document will be reviewed every two years.

3. Policy Statement

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.

4. Legal duties of Grace School Academies under the

Equality Act 2010

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, all Grace Schools academies will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair be tied back
- Allow all pupils to style their hair in a way that is appropriate for school, and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons, or if they are experiencing discomfort
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform, depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the appropriate member of the academy's senior leadership team, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

5. Limiting the cost of school uniform

Grace Schools Academies have a duty to make sure that the uniform we require is affordable, in line with statutory guidance from the Department for Education (DfE) on the cost of school uniforms.

They will make decisions about their school uniform taking into account:

- Pupil demographics.

- The uniform of neighbouring schools or academies within Grace Schools.
- The nature and characteristics of the local community.
- The views of the local communities in which Grace Schools academies are located.

All Academies understand 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.

Grace Schools Academies will make sure their uniform:

• is available at a reasonable cost.

• provides the best value for money for parents/carers.

They will do this by:

- carefully considering whether any items with distinctive characteristics are necessary.
- limiting any items with distinctive characteristics where possible.
- limiting items with distinctive characteristics to low-cost and/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 does not 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 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 with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

6. Other Relevant Information

A list of uniform items and where to purchase them will be displayed on each academy website.