



SYNERGY
EDUCATION
TRUST

School Uniform Trust

Principles

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1. Synergy Education Trust School Uniform Principles

These principals aim to:

- Set out our approach to requiring a school uniform for all pupils 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. Legal Duties

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 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 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 related to their sex, gender, or gender reassignment.
- 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.

3. Ethos

To promote the Trust ethos in all our school's we are asking all parents/carers to support our school uniform principles.

School uniform:

- Promotes a sense of pride in a school.
- Establishes a sense of community and belonging towards a school.
- Is practical and smart.
- Promotes equality.
- Is regarded as suitable wear for school and fair value for money by most parents.
- Is designed with health and safety in mind.

School uniform plays a valuable role in contributing to the ethos of a school and setting an appropriate tone. A uniform supports positive behaviour; ensures pupils of all races and backgrounds feel welcome; protects children from social pressures to dress in a particular way; nurtures cohesion and promotes good relations between separate groups of pupils. Trustees, Governors, and parents support the wearing of uniforms and recognise the contribution this makes towards the school ethos.

The Trust also recognises the need to support students to develop sensible habits of dress and prepare themselves for dress codes in later life. While parents overwhelmingly support the uniform policy, some do not actively enforce the wearing of uniforms by their children and so we must enforce this across all schools.

4. Limiting the cost of school uniform

Our Trust and its schools have a duty to make sure that the uniform we require in each school is affordable, in line with statutory guidance from the Department for Education (DfE) on the cost of school uniform.

We 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.

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.
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, if 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 function 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 inter school 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.

5. Expectations of the school community

Pupils:

Pupils are expected to always wear the correct uniform (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 Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Jewellery

On health and safety grounds we do not allow children to wear jewellery in school.

The exceptions to this rule are:

- ear-ring studs in pierced ears.
- small objects of religious significance, such as a crucifix on a chain or Sikh Kara
- wristwatch
- medical identification bracelets

We ask the children to remove these objects during PE, games and swimming for health and safety reasons.

The Trust advises parents who wish their children to have their ears pierced to do so at the beginning of the school holidays.

Extreme haircuts

The Trust does not permit children to have 'extreme' haircuts that could serve as a distraction to other children.

Hairstyles and haircuts which are deemed too extreme such as tramlines, stars, shaved heads (No shorter than a number 2), extreme patterns 'V' styles, Mohican cuts, or dyed, tipped, or dipped hair are also forbidden. Pupils with long hair should also tie it back for safety reasons.

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 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 school's complaints policy.

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

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 headteacher if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with by the headteacher, and pre-loved uniform will be given to the child to wear in school, on a short-term basis. 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.

Governors:

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.
- Considers 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.