



**ENDEAVOUR**  
LEARNING TRUST

# Uniform Policy Wellfield Academy

## September 2024

To be reviewed August 2025



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## 1. Statement of Intent

Endeavour Learning Trust believes that all our children and young people as individuals have a strong sense of belonging to their school and in the community in which they live. A uniform can help to enhance the feeling of belonging for our young people and it can help to create a sense of identity regardless of their protected characteristics or socio-economic circumstances.

These principles clearly set out the key messages to schools when they are determining their own uniform policies. Within each Endeavour school, uniform must reflect the needs of all pupils, be affordable, offer value for money for the school and pupils' families and create a sense of identity.

We believe that pupils learn most effectively and achieve their best when they are comfortable, able to be themselves, and have a sense of belonging in the school that they attend.

At Endeavour Learning Trust we live out our values of Belonging, Togetherness, Individuality, Transformative and People Centered and these principles are designed to ensure that we continue to put our children, colleagues and communities at the heart of all that we do.

## 2. Legal Framework

These principles have due regard to all relevant legislation including, but not limited to, the following:

- NGA Developing an Affordable School Uniform Policy – Guidance for Governing Boards July 2023.
- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

## 3. Roles and Responsibilities

**The Local Academy Council is responsible for:**

- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic background.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's 'Cost of school Uniforms' guidance.

**The Headteacher is responsible for:**

- Ensuring that the school uniform policy gives due regard to all pupils, is affordable and equitable for all.
- Ensuring that teachers understand the principles of the school uniform policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate adjustments where necessary.
- Making reasonable adjustments to the practice where applicable and appropriate.

**Staff members are responsible for:**

- Ensuring that pupils understand these guiding principles and why the school has a uniform policy in place.
- Being vigilant for signs that pupils/families may be experiencing barriers to meeting the uniform policy in line with our safeguarding and pastoral duties.

**Parents are responsible for:**

- Providing their children with the correct school uniform as detailed in the school policy.
- Ensuring that their child's uniform is presentable and adheres to the guidance.
- Making school aware of any barriers that may exist to being able to meet the uniform policy so that appropriate support can be provided.

**Pupils are responsible for:**

- Wearing their uniform with pride.
- Looking after their uniform as appropriate.

## 4. Cost Principles

The Trust is committed to ensuring that school uniforms are affordable and accessible to all pupils, and that the expectations around school uniform do not place an unreasonable financial burden on parents.

Each school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations

of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- Parents and Guardians of Looked after children.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The Trust keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The Trust defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that uniforms worn across the Trust are affordable for all current and prospective pupils.

## 5. Equity Principles

Endeavour Learning Trust takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that each school has a uniform policy which is as inclusive as possible. All pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are. The school will work to ensure that the school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 4.

Schools across the Trust implement a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School Uniform' section of the school policy regardless of the legal sex recorded on the school's records. The school ensures that pupils who are required to follow certain dress requirements, such as those required or favored by particular religious or cultural groups, are enabled to be who they are in order to enrich the sense of belonging to the school community.

Each school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy and adjustments will be made accordingly.

## 6. Responsibilities of our Schools

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 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 that at Endeavour Learning Trust, uniforms:**

- are available at a reasonable cost
- provide good value for money for parents/carers

**Each school 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.
- keeping the number of optional branded items to a minimum, so that poverty does not become a barrier to a pupil wearing the school uniform.
- avoiding different uniform requirements for different year/class/house groups.
- avoiding different uniform requirements for extra-curricular activities.
- 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 changes on cost.

## 7. Second-Hand Uniform Requirements/uniform assistance

Schools across Endeavour Learning Trust will ensure that second-hand school uniforms are available for parents to acquire. This will form part of each school's uniform policy. Information for parents and carers on second-hand uniform provision (including where to purchase) is published on the school's website.

## 8. Contacting the school regarding uniform

The school endeavors to resolve all uniform challenges locally and informally, in accordance with the Complaints Procedures Policy. To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined. When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

## 9. School Uniform – What are our children and young people expected to wear?

*All of our items of uniform/PE kit are non- gender specific.*

- White shirt with top button fastened and shirt tails tucked into trousers/skirt
- V-necked grey school jumper (optional)
- Black school trousers or school thick pleated skirt (skirts should be knee length, branded are optional)
- Black blazer with school badge
- Clip-on or normal school tie
- Plain, black socks
  - If wearing a skirt, socks should be long, but no higher than the knee – no patterns or bows) or plain black tights (minimum 40 denier) can be worn
- If a hair covering is worn, it should be plain black

### Footwear

- Plain, black, smart, sturdy shoes (Boots, trainers, shoes with logos, flimsy ballet/court shoes, pumps, fabric or high heels are not acceptable).
- If you are unsure of the suitability of footwear, please ask a member of the pastoral team. Acceptable footwear is at the discretion of the Headteacher.

### Outdoor clothing

- Outdoor wear should be a plain coloured coat. High vis strips are highly recommended, especially in winter.
- Casual outer garments such as non-school jumpers, hoodies, fleeces, cardigans, leather or denim jackets etc. are not acceptable and should be removed before entering school then placed into bags/lockers.
- Coats must be removed on entry into all classrooms.
- We strongly advise that expensive branded outdoor clothing is not worn for daily school use as the school will not accept responsibility for the loss or damage to these items.
- Once removed, coats should be placed in bags, in lockers or onto the back of chairs in a classroom.
- Blazers should be worn at all times around school including movement to and from lessons and coats/ jumpers should not be worn in place of blazers.
- Plain coloured scarves and hats may be worn during cold weather, but these should not be worn in the school buildings.

### Bags and belongings

- Every student should have a school bag for school equipment.
- Bags should be sturdy and dark in colour.

### P.E. and Games Kit

## All students

- Black round neck t-shirt with school logo
- Black shorts with school logo
- Long black sports socks
- Trainers; black soled not allowed
- ¼ zip training top with school logo
- Football / rugby boots/ shin pads/ gum shield – staff will notify when these are required

For all PE lessons (including indoor lessons) non-participating students must have their full PE kit regardless. They will be involved in the lesson in other ways to ensure that they are supervised at all times. Bringing a change of clothes for PE ensures that your son/daughter still has a clean/dry uniform for school use and that they are suitably dressed to undertake a variety of roles such as sports leaders, officials and organisers.

Consequently, if you send your child into school with a note explaining why you feel they cannot participate full PE kit will still be required.

## Fashion Items / Other

- **Earrings:** no earrings are allowed and students will need to remove these if found within school.
- **Nose studs or retainers** are not allowed and students will need to remove these in school.
- No **jewellery** except for earrings (as above) and a watch. If a student needs to wear a piece of jewellery for medical or religious reasons, it should be removed or covered up during physical activity or during practical learning. Jewellery worn for medical or religious reasons will only be allowed once approval has been sought and agreed in writing in advance. Smart watches, or similar items, which connect to the internet are not allowed to be worn during the school day.
- **Hair** should not obscure a student's vision or pose a Health and safety risk. Extreme hairstyles or colourings are not allowed. Hair should be cut no shorter than grade 1. If parents are unsure as to the suitability of a hairstyle, they should check with the pastoral team in school first. Hair accessories should be small, plain and navy or black. No flowers or bows should be worn. Shaved patterns in hair or eyebrows will not be permitted.
- Any **make up, including false tan** worn in school should be discreet.
- **Nail varnish, false eye lashes or false nails** are not allowed.
- **Facial hair** should be tidy and is therefore at the discretion of the Head.
- No student should have any **tattoo** which is visible.

## 10. Exceptions due to adverse weather

School will advise about changes to uniform policy during adverse weather. E.g. No blazers And/or ties during hot weather or boots during periods of snow. There will be occasions when this decision is made during the school day. However, all students are expected to continue to wear the full school uniform until any changes are communicated.



## **11. Pupils who do not wear their uniform in line with the expectations of the school.**

At Endeavour Learning Trust, we would always take a supportive approach in the first instance and engage young people and their families in discussions about the potential barriers that exist which prevent a young person from wearing the uniform expected by the school. The school and family will always work together to remove any barriers that exist. Once this has happened and there has been a clear attempt to remove any barriers and the young person remains non-compliant, the school will utilise the methodologies captured in the Behaviour Policy. The Behaviour Policy can be found on the school's website.

## **12. Monitoring and Review.**

These principles are reviewed annually by the Chief Executive of Endeavour Learning Trust. The scheduled review date for this policy is August 2025.