

Uniform Policy

DOCUMENT CONTROL

Policy Owner	Head of Marketing & PR
Scope	All Staff, Members, Trustees, Governors and Clerks
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Status	APPROVED
Date of approval	22.05.24
Summary of last revision	May 2024 - removal of details of previous uniform supplier, added reference to the Trust's new purchasing system with different suppliers & that non-branded uniform can be purchased from numerous retailers online or the high street.
Related Policies/Documents	<ul style="list-style-type: none"> ▪ Behaviour Policy & Procedures (incorporating tackling bullying, inclusion, personal development, support, and use of reasonable force & physical intervention) ▪ Equality information and objectives statement ▪ Complaints policy
Policy control survey	<p>Please complete this survey and provide feedback if you have had to use this policy</p> <ul style="list-style-type: none"> • https://forms.office.com/r/HMeZtB29Si

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1. Introduction & policy aims

- 1.1 At The Marches Academy Trust (the Trust), we pride ourselves in being smart, well presented and ready for learning. It is our policy that all children and young people (CYP) wear school uniform when attending school, or when participating in school-organised events outside normal school hours. We ask CYP to take a pride in their personal appearance.
- 1.2 Our policy on school uniform is based on the notion that school uniform:
- i. promotes a sense of pride in the school;
 - ii. engenders a sense of community and belonging towards the school;
 - iii. is practical and smart;
 - iv. sets an appropriate tone for education;
 - v. identifies the CYP with the school;
 - vi. prevents CYP from coming to school in fashion clothes that could be distracting in class;
 - vii. makes CYP feel confident in their appearance;
 - viii. makes CYP feel equal to their peers in terms of appearance ensuring that no child is unfairly discriminated against;
 - ix. facilitates activities with specialised and appropriate clothing such as sports-specific attire;
 - x. is designed with health and safety in mind;
 - xi. is of reasonable cost and offers the best value for money for parents and carers; and
 - xii. supports the school's commitment to inclusion.

2. Our school's legal duties under the Equality Act 2010

- 2.1 The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.
- 2.2 To avoid discrimination, our schools will:
- i. Avoid listing uniform items based on sex, to give all CYP the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender;
 - ii. Make sure that our uniform is reasonably priced for all CYP;
 - iii. Allow all CYP to have long hair (though we reserve the right to ask for this to be tied back);
 - iv. Allow all CYP to style their hair in the way that is appropriate for school yet makes them feel most comfortable;
 - v. Allow CYP to request changes to swimwear for religious reasons;
 - vi. Allow CYP to wear headscarves and other religious or cultural symbols;
 - vii. Allow for adaptations to our policy on the grounds of equality by asking CYP or their parents to get in touch with school staff who can answer questions about the policy and respond to any requests.

3. Limiting the cost of school uniform

- 3.1 Our Trust has 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.
- 3.2 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.
- 3.3 We will make sure our uniform:
- is available at a reasonable cost; and
 - provides the best value for money for parents/carers.

3.4 We will do this by:

- i. Carefully considering whether any items with distinctive characteristics are necessary;
- ii. Avoiding specific requirements for items that CYP could wear on non-school days, such as coats, bags and shoes;
- iii. Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller;
- iv. Avoiding different uniform requirements for different year/class/house groups;
- v. Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels;
- vi. Making sure that arrangements are in place for parents to acquire second-hand uniform items;
- vii. Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes; and
- viii. Consulting with parents and CYP on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

4. Expectations for school uniform

4.1 Our school's uniform

The following items of uniform are mandatory and must be purchased from our uniform supplier:

Primary School Uniform:

- School jumper/cardigan

Secondary School Uniform

- Branded jumper
- Branded blazer (The Grove School only)

- School tie
- Branded PE polo shirt
- Branded PE jumper (Shrewsbury Academy only)

For all other uniform items and dress code, please refer to our school websites.

4.2 Where to purchase it

We have developed a purchasing system with details on all of the school websites detailing our preferred supplier for branded uniform. Non-branded uniform can be purchased from numerous retailers online or the high street.

4.3 Pre-loved Uniform

We know that uniform can be an expensive requirement for our families. With this in mind, we want to help our school community by making good quality, preloved uniform easily available to everyone. Many items of uniform have a longer life beyond the point when our CYP have outgrown them and could be re-used by another child. As well as saving family's money, re-using uniform also reduces our impact on the environment and is in line with our Trust's sustainability ethos.

To support our scheme, we are asking families to donate any unwanted items of uniform that could be worn by another child. Donations can be handed in to the school office. If there are items that you are interested in, we ask that you respond directly to the school with your required size to reserve items. Our school staff will then make contact directly with you, to arrange collection.

5. Expectations for our school community

5.1 Children & Young People

CYP 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).

CYP are also expected to contact the school directly 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:

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

Parents are also expected to contact the school directly if they want to request an amendment to the uniform policy in relation to their child's protected characteristics.

5.3 Staff

Staff will closely monitor CYP to make sure they are in correct uniform. They will give any CYP and families breaching the uniform policy the opportunity to comply but will follow up with the Headteacher if the situation does not improve.

In cases where it is suspected that financial hardship has resulted in a child not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

5.4 The Trust

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

- Is appropriate for our schools' context;

- Is implemented fairly across schools;
- Takes into account the views of parents and CYP; and
- Offers a uniform that is appropriate, practical and safe for all CYP.

The board will also ensure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

6. Monitoring arrangements

This policy will be reviewed annually by the Trust.

Headteachers will assist in monitoring and reviewing this policy by seeking the views of CYP and parents/carers.