



UNIFORM POLICY

This policy has been adopted by all schools within
The Golden Thread Alliance

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1. Aims

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/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. Our Trust's legal duties 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, our schools 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
- Allow for reasonable adaptations to our policy on the grounds of equality by asking parents/carers to contact the Headteacher/Head of School who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. Limiting the cost of school uniform

The Trust have a duty to make sure that the uniform our schools require is affordable, in line with statutory guidance from the Department for Education on the cost of school uniform.

The Trust understand that items with distinctive characteristics (such as branded items, or items that 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 and provides the best value for money for parents/carers.

The Trust ensures that our 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 regularly.

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary.
- Limiting any items with distinctive characteristics where possible, for example, by only asking that the jumper or cardigan, features the school logo.
- 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 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 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.

4. Expectations for school uniform

The following information can be found on each of our schools' websites and are also available as a paper copy from the school offices:

- Where parents/carers can obtain the uniform, including where items are only available from a specific retailer or can be bought more widely, e.g. from 'high-street' retailers.
- Information about second-hand uniform, for example:
 - If your school or parent teacher association (PTA) will arrange a second-hand uniform sale.
 - Details of local uniform exchange schemes, for example through your local authority (if it has one).

- Which branded items are required, if appropriate, and which are optional.
- Where you will accept generic items instead of branded ones.
- Expectations for PE and swimming kit.
- Expectations for jewellery and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010).
- Expectations for shoes, bags and coats.
- Which items are only required in specific circumstances or at certain times of the year.

5. Expectations for our school community

5.1 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).

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 labelled with the child's name.

Parents and carers are also expected to contact the Headteacher/Head of School if they want to request an amendment to the uniform policy in relation to their child's protected characteristics or 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. Disputes about the cost of the school uniform will be resolved locally and dealt with in accordance with our school's complaints policy.

Our schools will work closely with parents and carers to arrive at a mutually acceptable outcome.

5.3 Staff

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

Ongoing breaches of our uniform policy will be dealt with by the Headteacher/Head of School.

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.

5.4 The Governing Body

The Local Governing Body will ensure this policy:

- Is appropriate for our schools' context
- Is implemented fairly across the school
- Takes into account the views of parents, carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

6. Monitoring arrangements

This policy will be regularly reviewed and approved by the Chief Operating and Financial Officer, in consultation with the Local Governing Bodies.

7. Links to other policies

This policy is linked to our:

- Behaviour Policy and Statement of Behaviour Principles
- Equality information and objectives statement
- Anti-bullying strategy
- Complaints Procedure