The 3-18 Education Trust

Uniform Policy

Every individual is in a great school.

Approved: **Summer Term 2024**

www.318education.co.uk

Contents

Introduction 3
Aims 3
The Trust's Legal Duties Under the Equality Act 2010 3
Limiting the cost of school uniform 4
Expectations for School Uniform 4
Expectations for the Trust Community 4
Pupils 4
Parents and Carers 5
Staff 5
Links to Other Policies 5
Policy Monitoring and Review 6
Monitoring 6
Review 6

Introduction

Each school in the 3-18 Education Trust (Trust) will make their own decisions on matters such as uniform. However, in the light of statutory guidance on the cost of school uniforms published by the Department for Education (DfE) in November 2021, the Trust has agreed a set of Trust wide principles. These principles will be interpreted at school level, with details of each school's approach set out in their individual policy.

The Board of Trustees will periodically review each school's policy and make sure that it:

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

The Board of Trustees 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.

Aims

This policy aims to:

- Set out the Trust's approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers.
- Explain how the Trust will avoid discrimination in line with our legal duties under the Equality Act 2010.
- Clarify the Trust's expectations for school uniform.

The 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, the Trust 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 uniform costs the same for all pupils.
- Allow all pupils to have long hair (though each school reserves 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 the policy on the grounds of equality by asking pupils or their parents/carers to get in touch with their school, who will be able to answer questions

about the policy and respond to any requests. These will be considered on a case-by-case basis.

Limiting the cost of school uniform

All schools in the Trust have a duty to make sure that the uniform required is affordable, in line with statutory guidance from the DfE on the cost of school uniform.

The Trust understands 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.

The Trust will make sure the individual school's uniform:

- Is available at a reasonable cost.
- Provides the best value for money for parents/carers.

The Trust 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 a blazer, worn over a jumper, 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 doesn't 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 minimizing the financial impact on parents/carers of any changes.
- Consulting with parents and carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

Expectations for School Uniform

The CEO will ensure that each school has its own uniform policy available on school websites which complies with this guidance.

Expectations for the Trust Community

Pupils

Pupils 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).

Pupils are also expected to contact their Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 and carers 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 and carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in line with the Trust's Complaints Policy.

Disputes about the cost of the school uniform will be:

- Resolved at school level.
- Dealt with in accordance with the Trust's Complaints Policy

The school will work closely with parents and carers to arrive at a mutually acceptable outcome.

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 if the situation doesn't improve.

Ongoing breaches of the school's Uniform Policy will be dealt with in line with each school's Behaviour Policy.

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.

Links to Other Policies

Behaviour Policy
Equality Diversity and Inclusion Policy
Complaint Policy and Procedure

Policy Monitoring and Review

Monitoring

The Deputy Chief Executive Officer will monitor the outcomes and impact of this policy on an annual basis.

Review

Member of Staff Responsible	Deputy Chief Executive Officer
Relevant Guidance/Advice/Legal Reference	DfE Cost of School Uniforms (November 2021)
Policy Adopted By	Trust Board
Consultation	
Date of Policy	Summer Term 2024
Review Period	3 years
Date of Next Review	Spring Term 2027