

INCLUSIVE | MULTI ACADEMY TRUST

UNIFORM POLICY

DOCUMENT DETAIL

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Approving Body	Local Governing Body
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Scheduled Review	Every two years
Date of Policy	June 2024
Next review	June 2026

This policy is based on the model policy provided by School Bus

Legislation

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- 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'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following Trust policies:

- Complaints Policy
- Behaviour Principles
- Diversity, Equity and Inclusion Policy

Roles and responsibilities

The Local Governing Committee is responsible for:

- Establishing, in consultation with the Headteacher and school community, a practical and smart school uniform that reflects the school's vision and values.
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.

The Headteacher is responsible for:

- Reminding parent and pupils about the school uniform expectations and why this is important.
- Ensuring that all staff understand the expectations and know what to do to support pupils if they haven't got, or are not wearing, the correct uniform.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the Local Governing Committee.
- Demonstrating in this policy how best value for money has been achieved and ensuring compliance with the DfE's 'Cost of school uniforms' guidance ensuring that the school's uniform is accessible and affordable.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy and seek support for pupils where needed.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the Headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason why.

Pupils are responsible for: wearing the correct uniform unless the Headteacher has granted an exemption.

Cost principles

The school will develop its uniform policy in relation to the following starting principles:

- The school will seek to ensure that the uniform is affordable and will consider the total cost of school uniform parents will need to provide while their child is at the school.
- The school will seek to keep the use of branded items to a minimum and they are optional.
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- The school will seek to ensure that second-hand uniforms are available for those that need it and will make it clear to parents that if they need support they can ask school to help.

Principles in practice

In accordance with the 'School Admissions Code', the Headteacher will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly. 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.
- LAC and PLAC.

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 school will keep variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum to ensure that pupils can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

The school will keep branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element. **Beechfield School makes it clear that branded items are a personal choice and not an expectation. Cheaper non branded items are also acceptable as part of the uniform.**

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the Headteacher and the Local Governing Committee, and always in accordance with the Trust's Complaints Policy.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

Gender

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the 'Cost principles' section of this policy.

- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression

Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

Race

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on 'Preventing hair discrimination in schools'.

SEND and medical conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

The school will ensure that it works with a supplier that acts in accordance with the school's values and principles on equality and inclusion.

Complaints and challenges

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Policy. The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein. When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

The school has an agreed procedure in place with its uniform supplier to deal with complaints about the supply and quality of uniforms.

The school aims to deal with pupil non-compliance in a proportionate and fair way.

School uniform supplier

The school's current school uniform supplier is:

Beat School Uniform, 116 The Parade, High Street, Watford, WD17 1BD 0202 3362 2930 The school uniform supplier will accept school uniform assistance vouchers.

The Headteacher will ensure that a written contract is in place with the supplier for branded items. The school will retender the uniform contract every five years, whether changes to the uniform are made or not, in line with best practice.

The Headteacher will be able to demonstrate how uniform is procured at the best value for money. The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school will not sign contracts with suppliers before requesting visualisations and samples of proposed uniform.

The school will order new uniform each December. Where the school is proposing to change suppliers, it will reach out to suppliers by October in the determination year.

Uniform assistance

The school will support disadvantaged families in meeting the costs of uniforms. Families will contact the Pastoral Lead if they need assistance.

The school will hold second-hand school uniforms for parents to access; access to these uniforms will be made available upon request made to the Pastoral Lead.

Parents will be invited to donate their child's uniform when they no longer need it.

Non-compliance

The Pastoral Lead (or another member of the Senior Leadership Team) will liaise with families whose children are not wearing the correct school uniform.

School uniform

The school uniform is as follows:

- Grey trousers, shorts or skirt
- White polo shirt
- Navy blue school fleece, jumper or cardigan (can be branded or plain)
- Plain black shoes or plain black trainers

PE kit

- Plain black shorts
- Plain trainers
- Yellow, blue, red or green t-shirt (can be branded or plain)

Accessories

- School book bag for Nursery to Year 2. Optional School logo
- A small bag for KS2 due to limited space in cloakrooms.

All of these items are available from: the school uniform supplier; school's second-hand uniform supply, and from regular retailers such as local supermarkets or high street shops.

Jewellery: Stud earrings may be worn. Pupils will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded.

Labelling and lost property

Parents are advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and year group. Please note we do not have a central lost property at our school. Any lost clothing will be retained for one month and will be disposed of if it is not collected within this time.

12. Monitoring and review

This policy will be reviewed annually by the Chair of Governors and the Headteacher. The school will engage with parents and pupils when reviewing this policy. Any subsequent changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.