

School Uniform Policy

Designation	Name	Date	Signature
CEO:	Martin Hughes		
Chair of Trust Board:	Antonia Noble		

Monitoring and Evaluation	
Original implementation date:	October 2022
Review frequency:	2 years
Date of next Review:	October 2026
Review delegated to:	Quality of Education Committee

Document Version control

Version	Changes made	Date
1.0	Initial set up of Trust-wide policy	October 2022
	Reviewed – no changes	October 2024

School specific information regarding uniform requirements can be found on individual school websites.

1. Aims

- 1.1. This policy sets out SAND Academies Trust's approach to a uniform that is of a reasonable cost and offers the best value for money for parents/carers.
- 1.2. The policy explains how the Trust will avoid discrimination in line with our legal duties under the Equality Act 2010
- 1.3. This policy will clarify our expectations for school uniform.

2. Our Trust'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, schools in our Trust will:
 - 2.2.1. 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
 - 2.2.2. Make sure that our uniform costs the same for all pupils
 - 2.2.3. Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
 - 2.2.4. Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
 - 2.2.5. Allow pupils to request changes to swimwear for religious reasons
 - 2.2.6. Allow pupils to wear headscarves and other religious or cultural symbols
 - 2.2.7. Allow for adaptations to our policy on the grounds of equality by asking pupils or parents to get in touch with the individual school who can answer any questions about the policy and respond to any requests.

3. Limiting the cost of school uniform

- 3.1. The 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:
 - 3.3.1. Is available at a reasonable cost
 - 3.3.2. Provides the best value for money for parents/carers
- 3.4. We will do this by:
 - 3.4.1. Carefully considering whether any items with distinctive characteristics are necessary
 - 3.4.2. Limiting any items with distinctive characteristics where possible

- 3.4.3. Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
 - 3.4.4. 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
 - 3.4.5. Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
 - 3.4.6. Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
 - 3.4.7. Avoiding different uniform requirements for different year/class/house groups
 - 3.4.8. Avoiding different uniform requirements for extra-curricular activities
 - 3.4.9. Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
 - 3.4.10. Making sure that arrangements are in place for parents to acquire second-hand uniform items
 - 3.4.11. Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
 - 3.4.12. Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy
- 4. Expectations of school uniform, and where it can be purchased, are detailed on each individual school's website.**
- 5. Where uniform is stipulated by the school:**
- 5.1. Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:
 - 5.1.1. Clean
 - 5.1.2. Clearly labelled with the child's name
 - 5.1.3. In good condition
 - 5.2. Parents are also expected to contact the school if they want to request an amendment to the uniform policy in relation to:
 - 5.2.1. Their child's protected characteristics
 - 5.2.2. The cost of the uniform
 - 5.3. Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.
 - 5.4. Disputes about the cost of the school uniform will be:
 - 5.4.1. Resolved locally
 - 5.4.2. Dealt with in accordance with our school's complaints policy
 - 5.5. The school will work closely with parents to arrive at a mutually acceptable outcome.

- 5.6. 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.
- 5.7. Ongoing breaches of the uniform policy will be dealt with in-line with the school's behaviour policy
- 5.8. 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.
- 5.9. The Trust Board will review this policy and make sure that it:
 - 5.9.1. Is appropriate for the context of the schools within the Trust
 - 5.9.2. Is implemented appropriately across the schools
 - 5.9.3. Takes into account the views of parents and pupils
 - 5.9.4. Offers a uniform that is appropriate, practical and safe for all pupils
- 5.10. The board will also make sure that the 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.

6. Monitoring arrangements

- 6.1. This policy will be reviewed every 2 years by the Board of Trustees for SAND Academies Trust.

7. Links to other policies

- 7.1. This policy is linked to:
 - 7.1.1. Individual school's behaviour policies
 - 7.1.2. Equality information and objectives statement
 - 7.1.3. Anti-bullying policy
 - 7.1.4. Complaints policy