



East Brent

C of E Academy

Where a Love of Learning is Nurtured and Enriched

School Uniform Policy



Part of the
Wessex Learning Trust

Approval Date: September 2024
Review Date: September 2025

East Brent C of E Academy

School Uniform Policy

This policy will be reviewed by the Local Partnership Board every three years.

Signature:

Name: Mrs Katie Whiting

Date: 9.9.24

Position: Headteacher

Signature:

Name: Roly Smith

Date:

Position: Chair of Local Partnership Board

1. Aims

1.1 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 and carers
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for Academy uniform

2. Our Academy'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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

2.2 To avoid discrimination, our Academy 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 style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- 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 pupils or their parents/carers to get in touch with the school office, 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 Academy uniform

3. Our Academy has a duty to make sure that the uniform we require is affordable, in line with statutory guidance from the Department for Education (DfE) on the cost of school uniform.

3. We understand that items with distinctive characteristics (such as branded items, or items that need to have an Academy 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.

3. We will make sure our uniform:

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

3. 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, reducing the list of branded uniform for PE including the redaction of Hoodies and fleeces.
- 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 Academy's uniform can act as a social leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling 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 Academy uniform

4.1 Our Academy's uniform

- Branded Bottle Green Jumpers and Cardigans
- Branded White Polo-Shirts
- Non-branded Bottle Green Jumpers, Cardigans and White Polo-shirts are also appropriate
- Grey, Shorts, Trousers or Skirts
- White, Black or Grey Socks
- Grey Tights
- Black shorts and joggers for PE
- White Branded/Non-branded T-shirts for PE

- Single stud earrings are acceptable (other jewellery items are not acceptable)
- Hair should be presented appropriately, without covering eyes and tied back if longer than shoulder length.
- Black shoes/boots
- Plain black daps or trainers for PE

4.2 Where to purchase it

- Our uniform supplier for branded jumpers, cardigans and polo shirts is available from South West Schoolwear in Bridgwater. Unbranded polo shirts and PE t-shirts can be bought from most supermarket retailers along with jumpers and cardigans but the branded ones of these items are preferred.
 - For second hand uniform our FOEBS (PTA) has a supply of second-hand uniform, so you can contact the school for details. Parents are encouraged to donate any outgrown good quality second hand uniform for this purpose.
 - **Expectations for our Academy community**

5.1 Pupils

5.1.1 Pupils are expected to wear the correct uniform at all times (other than specified non-uniform days) while:

- On the Academy premises
- Travelling to and from our Academy
- At out-of-school events or on trips that are organised by the Academy, or where they are representing the Academy (if required). We will inform you if you do not need to wear Academy uniform when on an external trip or visit

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

5.2 Parents and carers

5.2.1 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

5.2.2 Parents/carers are also expected to contact the Headteacher if they have concerns about the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

5.2.3 Disputes about the cost of the Academy uniform will be:

- Resolved locally

- Dealt with in accordance with our Trust complaints policy

5.3 Staff

5.3.1 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.

5.3.2 Ongoing breaches of our uniform policy will be dealt with in line with our behaviour policy.

5.3.3 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 Local Partnership Board

5.4.1 The Local Partnership Board will review this policy to make sure that it:

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

5.4.2 The Board will also make sure that the Academy'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