

SCHOOL UNIFORM POLICY

Learning Academies Trust

Version: V3
Approved by: Maria Anderson
Last review date: 20 December 2024

Ratified date: 19 September 2022
Next review date: 20 December 2027



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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 and 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 LEGAL DUTIES UNDER THE EQUALITY ACT 2010

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, 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 the way that is appropriate for school yet makes them feel most comfortable.
- Allow pupils to request changes to swimwear for religious reasons.
- Allow pupils to wear headscarves and other religious or cultural symbols.
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Headteacher, who can answer questions about the policy and respond to any requests.

3. LIMITING THE COST OF SCHOOL UNIFORM

Our schools have 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.

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.

We will make sure our uniform:

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

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary.
- Limiting any items with distinctive characteristics where possible.
- 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 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 to acquire second-hand uniform items.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes.
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

4. EXPECTATIONS FOR SCHOOL UNIFORM

4.1 High View School's uniform

All children attending High View School need to be provided with the following items of school uniform (with each individual item being clearly labelled with the child's name please):

- **General School Uniform**
 - White or blue polo shirt.
 - Black or grey trousers or shorts.
 - Black or grey skirt, culottes or pinafore dress.
 - Blue cardigan or jumper (preferably with school logo, but not essential).
 - Blue chequered summer dress.
 - White, grey or black socks.
 - Grey or black tights.
 - Entirely black shoes with no coloured logos or soles.
 - A suitable coat, as required throughout the year.
 - *Jumpers and cardigans are not to be worn around a child's waist.*
 - *Shirts should be tucked into skirts or trousers.*
- **Hair**
 - Conventional hairstyles and natural colours.
 - Grade 1 or 2 cuts or words/shapes engraved into hair are not acceptable.
 - Long hair is to always be tied up/back.
 - Any hair accessories (for example, clips, bands or braids) must be purely functional and minimal.
- **Jewellery**
 - Only watches and stud earrings may be worn
 - On the grounds of safety, these must be removed for P.E. (including swimming) and sports clubs. These items (as with all other personal belongings) remain the responsibility of the child at all times and the

school will not accept responsibility for loss, damage or injury, including where a child is unable to remove ear studs for physical activities.

- Other than earrings, any other body piercing is not acceptable.

- **Bags and Other Equipment**

- A suitable bag (e.g. rucksack and/or bookbag) for children to carry necessary equipment to and from school each day (e.g. PE kit, lunchboxes, water bottles, home learning, reading books).
- KS1 and KS2 only: a water bottle.

If children attend school wearing the incorrect school uniform, the parent/carer will be spoken to at the beginning of the day where possible, or at the end of the day in person, via text or phone call from the class teacher. Class teachers and staff will monitor for improvements.

- **General PE Kit**

- Plain white or blue t-shirt.
- Black or dark blue shorts or jogging bottoms.
- Trainers or plimsolls (preferably black, but can be any colour).

- **Swimming Kit**

- Swimming trunks/shorts or swimsuit (no long shorts or bikinis).
- Towel.

If children don't have their PE kit when required:

- ***the parent/carer will be spoken to at the end of the day in person, via text or phone call from the class teacher. Class teachers and staff will monitor for improvements.***
- ***The child will still be expected to partake in the PE lesson, but wearing their school uniform. Where possible, school staff will provide a spare kit.***

4.2 Where to purchase it

- As much of our school uniform items do not require a logo, it can be purchased from any suitable clothes retailer of your choice.
- Any school uniform items with our logo are available to purchase online from Footprint Uniforms (<http://www.footprintuniforms.co.uk/>) and from The Schoolwear Shop in Plymouth (105 Mayflower St, Plymouth PL1 1SD). Both suppliers are Plymouth based.
- Pre-loved school uniform is freely available from the school's main reception when available, and from the Uniform Store (<https://uniformstoreplymouth.co.uk/>).

5. EXPECTATIONS FOR OUR SCHOOL COMMUNITY

5.1 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 the Exec Headteacher or Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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:

- Clean.
- Clearly labelled with the child's name.
- In good condition.

Parents are also expected to contact the Exec Headteacher or 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 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.
- Dealt with in accordance with our Trust complaints policy.

The school will work closely with parents 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 if the situation doesn't improve.

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 Governors

The Trust board will review this policy and make sure that it:

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

The board 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.

6. MONITORING ARRANGEMENTS

This policy will be reviewed every three years. At every review, it will be approved by the Trust Board.