BATH & WELLS
Multi Academy Trust
'That they may have life, life in all its fullness' John 10:10

# Uniform policy

# Bath & Wells Diocesan Academies Trust

## Freshford Church School

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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 all 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 school'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, sexual orientation, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair 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
- 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 Headteacher 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 school uniform

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

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

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

We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of 3 or fewer
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible
- Limiting compulsory branded items to low-cost and/or long-lasting items
- Considering cheaper alternatives to compulsory 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 such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- Avoiding different uniform requirements for different year/classes
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- 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 uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

# 4. Expectations for school uniform

### 4.1 Our school's uniform

The following branded items are required: Navy zip up fleece and/or navy jumper; Navy PE T-shirt and Grey PE hoodie

The following generic items are required:

- Navy polo shirt (logo or non-logo can be worn)
- Dark grey skirt/pinafore dress/trousers/shorts
- Navy check summer dress/playsuit
- Navy tights
- Black shoes that are sensible for everyday wear and play. No sandals.
- Indoor shoes with a hard sole (e.g. canvas or croc style). EYFS & KS1 children only.

We ask all EYFS and KS1 children to keep a pair of named wellies in school in readiness for welly walks, wet playtimes, and outdoor learning.

› Expectations for PE kit

- Navy PE T-shirt *
- Grey PE hoodie *
- Navy tracksuit bottoms/shorts/skort/leggings
- Trainers that are sensible for everyday wear and play. Dark colours only.

* These items need a school logo.

### 4.2 Where to purchase or acquire it

Our uniform supplier for items with a school logo is My Clothing. Non-logo items can be purchased from any suitable retailer.

Second hand uniform sales run by the PTA take place at ad-hoc times throughout the year. Second hand uniform can also be purchased for a small donation at any time via the office.

## 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)

**Unacceptable Clothing / Accessories**

In order that we can preserve a school culture in which it is the individual child who is seen as a unique and special person, rather than her, his or their clothes, jewellery, hairstyle, branded clothing or other additional adornments, we additionally request that our children do not come into school with:

- Painted fingernails
- Extreme haircuts

- Jewellery (other than plain stud earrings in pierced ears)
- Items of clothing that are branded or not school uniform
- Mobile phones
- Smart watches

**Hair Styles**

We ask that long hair is tied up. This is to avoid health and safety risks and ensure that children's vision is not impeded. Large, excessive hair accessories should not be worn; however, small hair clips or plain headbands are acceptable. Hair extensions are not permitted. At the Head Teacher's discretion, there may be exceptions to the above in extreme circumstances e.g. a pupil may be permitted to cover their hair if they have hair loss / illness etc.

**Make-Up**

False nails and nail extensions are not permitted. Only clear nail varnish may be worn. Children are not allowed to wear make-up. Pupils wearing make-up are required to remove it or, if appropriate, will be sent home to remove it. At the Head Teacher's discretion, there may be exceptions to the above in extreme circumstances e.g. a pupil may be permitted to cover heavy scarring/skin damage.

Pupils are also expected to speak to the Heateacher 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/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/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's complaints policy.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints policy

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

## 5.3 Staff

We encourage all pupils to wear the agreed school uniform. Where a pupil is not wearing the correct uniform, staff will work sensitively with families to understand and address any concerns or barriers to compliance. No pupil will be excluded from learning or disadvantaged because of difficulties accessing the required uniform.

## 5.4 Role of the Trust Local Committee (TLC)

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

- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents/carers, and pupils

- Offers a uniform that is appropriate, practical and safe for all pupils

The TLC 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 annually by The TLC in relation to the detail of the school uniform and where it can be purchased or acquired.  At every review, parents/carers will be asked for their views.

# 7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy