

# ORCHARD ACADEMY TRUST



## School Uniform Policy

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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 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, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our Trust 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 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 Inclusion Manager, 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 schools have 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.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of 3
- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items
- 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 leveller
- Avoiding different uniform requirements for different year groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents/carers to acquire pre-loved 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 school uniform**

### **4.1 Each school's uniform can be found in the appendices at the end of this policy:**

- Appendix 1 – Allington Primary School
- Appendix 2 – Barming Primary School
- Appendix 3 – Barming Pre-school

### **4.2 Where to purchase it**

Many items of our school uniform can be purchased from high street shops. Specific optional uniform items are available to order from Pages, either direct from the shop or online at <http://www.pages-schoolwear.co.uk/> Pre-loved uniform can also be purchased from the individual schools' PTA. This is an extremely affordable alternative which still provides high quality uniform

## **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 school's Inclusion Manager 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 school's Inclusion Manager if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics/for religious reasons
- 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.

Disputes about the cost of the school uniform will be:

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

The schools will work closely with parents/carers 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.

Ongoing breaches of our uniform policy will be dealt with by the Headteacher, in line with the school's behaviour policy.

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 Trustees**

The Trust Board 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 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. Links to other policies**

This policy is linked to our:

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

## **Appendix 1 – Allington Primary School Uniform**



We consider our school uniform to be a crucial part of the high expectations that we have for our school. Your support is very much appreciated and we would ask that all parents ensure that children come to school dressed appropriately.

Many items of our school uniform can be purchased from high street shops. Specific uniform items are available to order from Pages, either direct from the shop or online at <http://www.pages-schoolwear.co.uk/> Pre-loved uniform can also be purchased from the PTFA.

### **Our uniform consists of:**

- Grey pinafore dress, skirt, skort, culottes or smart grey trousers/shorts (please note pinafore shorts/jumpsuits are not permitted)
- Allington School polo shirt (optional) or white polo shirt, shirt or white blouse
- Allington School sweatshirt/cardigan (optional) or bottle green jumper/cardigan
- Grey, green or black tights or grey or white socks
- Sensible black shoes (not ankle boots or black trainers)

### **P.E.**

- Black shorts
- House colour school P.E t-shirt (or plain t-shirt)
  - Leeds**- red
  - Bodiam**- blue
  - Rochester**- yellow
  - Dover**- green
- Trainers
- Black tracksuit- a black hoodie (optional) can be purchased with the school logo from Pages Uniform
- Please note that sport branded/logo items are not permitted as part of the PE kit - all shorts and sweatshirts should be plain black/school logo. The exception to this is the Year 6 hoodies, purchased with the school logo from pages.

Many children wear the school sweatshirt with grey skirts or grey trousers. The summer uniform which may be worn in Terms 1, 5 and 6 consists of, in addition to the items listed above can include a green checked summer dress or skirt.

Headscarves/hijab: these may be worn for religious reasons and must be plain and either black or green in colour.

Children with long hair should have it tied back at all times. Hair that sits above the shoulders should be pinned back away from the eyes. Hair clips and hair bands should be green and small in size. Children are not permitted to wear items of jewellery, other than a plain wristwatch (not a smart watch) and a small pair of plain studs (no greater than 3mm diameter).