



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 sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all students 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 students
- Allow all students to have long hair (though we request that it is tied back and we can always see eyes, facial expression)
- Allow all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons
- Allow students to wear a faith ring discretely around the neck, a headscarf would be acceptable but a niqab or burka would not as the face would be covered
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with pastoral deputy who can answer questions about the policy and respond to any requests. The aim of the uniform is that it is uniform and does not distract from learning or become a fashion statement

3. Limiting the cost of school uniform

We are mindful of the increasing cost of living so have attempted to keep uniform at an affordable price with at least two outlets distributing all uniform to ensure competition, choice and availability.

Specialist items and uniform are available from two providers:

Monkhouse, 31 New Street, Worcester. Tel: 01905 28658

Email: sales@schooltogs.com Website: <https://www.schooltogs.com>

KITZ UK, Unit 3 Howsell Industrial Estate, Howsell Road, Malvern WR14 1UJ. Tel: 01684 892439

Email: sales@kitz.co.uk Website: www.kitz.co.uk

All other items of uniform may also be purchased from any other suitable supplier, supermarket or retail outlet.

Our uniform is discussed regularly with the school council and is in line with our feeder schools who we encourage to adopt our PE kit.

Our aim is to make sure our uniform is available at a reasonable cost and provides the best value for money for parents/carers

We will do this by:

- Ensuring only the blazer has a school badge
- 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 group, with the exception of ties and pin badges
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents to acquire second-hand uniform items. The school shop is open weekly and in the summer holidays
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy
- Supporting the families who access pupil premium

4. Expectations for school uniform

4.1 Our school's uniform

Uniform is to be worn responsibly, respectfully and is a means of identifying the school. The aim is to put on the uniform as a readiness for a day of work. PE kit should be clean and footwear safe and appropriate for the lesson.

5. Expectations for our school community

5.1 Students

Students 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)

Students are also expected to contact the pastoral deputy 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 pastoral deputy 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 school's complaints policy

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

5.3 Staff

Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with by the pastoral deputy.

In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

5.4 Governors

The governing body 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 and students
- Offers a uniform that is appropriate, practical and safe for all students

The governing body 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 three years, with a one year review.

6. Monitoring arrangements

This policy will be reviewed annually prior to transition events. It will be approved by the full governing body/committee or by the Chair of Governors if so delegated.

7. Links to other policies

This policy is linked to our:

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