

# School Uniform Policy

TEAM Education Trust



<b>Approved by:</b>	<b>Chair of Trustees</b>	<b>Date: 01 September 2025</b>
<b>Last reviewed on:</b>	July 2025	
<b>Next review due by:</b>	31.8.26	
<b>List of associated policies:</b>	TEAM Behaviour Policy TEAM Equal Opportunities & Diversity Policy including objectives statement TEAM Anti-Bullying Policy TEAM Complaints policy	

## Version History

Version	Date	Detail	Author
1	14.10.22	Original document	
2	18.05.23	Amended the following: Section 3 text spacing correction on 'We will do by:' Section 3, bullet point 4 replace text to read 'Limiting any items with distinctive characteristics where possible. We only ask that a minimum number of items feature the school logo' Section 5.3 replace text breaching with not adhering to. Section 6 Replace Director of Education with Education and Inclusion Manager.	TEN
3	July 2025	Updated linked to legal duties under Equality Act 2010. Re-worded to make it clear what the Trust position and expectations are. Amended format of the policy so that school content is added to the main policy, rather than in an appendix.	RWA

## Contents

1.	Aims.....	4
2.	Our school's legal duties under the Equality Act 2010 .....	4
3.	Limiting the cost of school uniform .....	4
4.	Expectations for school uniform.....	5
4.1	Our school's uniform.....	5
4.2	Where to purchase it .....	5
5.	Expectations for our school community .....	5
5.1	Pupils .....	5
6.	Monitoring arrangements.....	6

## 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 their protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, the 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 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 or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and other religious or cultural garments/symbols
- 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 Principal of their child's school 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 Trust has 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/carers' ability to 'shop around' for a low price.

As a Trust we will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers
- Each school within the Trust will do this by:
- Carefully considering whether any items with distinctive characteristics are necessary

- Limiting any items with distinctive characteristics where possible for example, by only asking that the jumper features the school logo
  - 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/class/house 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 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 school uniform

### 4.1 Our school's uniform

*Schools to add details of their school uniform to this section, including:*

- Which branded items are required
- Which branded items are optional
- Where you'll accept generic items instead of branded ones
- Expectations for PE and swimming kit
- Expectations for jewellery and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010)
- Expectations for shoes, bags and coats
- Which items are only required in specific circumstances or at certain times of the year

### 4.2 Where to purchase it

*Schools to add details including:*

- Where parents and carers can obtain the uniform, including where items are only available from a specific retailer or can be bought more widely, e.g. from 'high-street' retailers
- Information about second-hand uniform, for example:
  - If your school or Parent Teacher Association (PTA) will arrange a second-hand uniform sale

## 5. Expectations for our school community

### 5.1 Pupils

*Schools to outline expectations, the below is an example*

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 Principal of their school, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

## 5.2 Parents and carers

*Schools to outline expectations, the below is an example*

*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 Principal of their child's school 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.

Disputes about the cost of the school uniform will be:

- Resolved at school level
- Dealt with in accordance with our Trust's complaints policy

The school 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 not adhering to the uniform policy the opportunity to comply, but will follow up with the Principal if the situation doesn't improve.

Ongoing breaches of the uniform policy will be dealt with by our Pupil Code of Conduct set out in the TEAM Education Trust's Behaviour Policy and the school's Behaviour Statement. 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 Trust Board

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

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

The Trust Board, supported by Principals 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 Trust Central Team. At every review, it will be approved by the Trust Board before being shared with each TEAM school to be adapted to meet each setting.