



UNIFORM POLICY

This is a Category 1 Policy (Full Delegation)

This policy is in force until further notice from:	Summer 2023
This policy must be reviewed by no later than*: <i>*This refers to the term in which the Policy must be reviewed by the appropriate Committee for recommendation to the Board.</i>	Autumn 2024
Policy Author(s):	Mike Ion
Date policy reviewed by Committee and Minute reference	Learning Teaching Standards Committee: 28 June 2023 (Minute reference 56.7)
Date Policy approved by the Trust Board and Minute reference	12 July 2023 (Minute reference 151.5)
Location of publication of policy:	Governor Hub/ AST Website/ Internal Records & Intranet

UNIFORM POLICY

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 within our schools.

2. Expectations for school uniform

We believe that school uniform makes a positive contribution to the culture within our schools and to the learning which takes place there. It is our policy that all pupils in our schools throughout all years, starting from nursery and reception up until Year 11 should wear a school uniform when attending school, or when participating in a school-organised event outside normal school hours, unless exempted from doing so by the Principal on designated days.

Sixth form pupils will be expected to be smartly dressed at all times, as they would be if working in a smart professional environment. Our sixth form pupils are role models for the rest of the pupils and as such need to be smartly presented at all times.

An up-to-date list of the items needed for school uniform is available on each school's website*

3. 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.

We will ensure that our approach to uniform confirm with these duties and obligations. We will also remain mindful at all times of the need for reasonable adjustments to be made in response to a protected characteristic or to a pupil's special educational needs or disabilities.

4. Limiting the cost of school uniform

We 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 always 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 and limiting any items with distinctive characteristics where possible
- avoiding specific requirements for generic items, 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
- 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.

*Uniform requirements - we will avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in.