

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

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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 and where to purchase it

Children are requested to wear the correct school uniform. We believe this helps develop a sense of identity with the school.

School sweatshirts, polo shirts and T-shirts which carry the school emblem are available to order from our uniform suppliers, a local company with a shop in Sherborne, Dorset.

Kitz UK offer three options for completed orders – postage either Royal Mail or a tracked service for orders over £20, collect from store in Sherborne and **a free delivery to schools on the third Friday of each month during term time.**

Our school uniform consists of the following:

- School sweatshirt or cardigan in blue with school logo;
- Polo shirt in white, light blue or royal blue – these can be with or without school logo
- Trousers, skirt or pinafore dress in black, grey;
- Plain long/short socks or tights in white, black, grey;
- Sensible shoes in black or navy blue.

During the summer girls can choose to wear a blue and white checked or striped dress; and boys may wear formal shorts in black or grey.

The blue hoodie sweatshirt with logo is **NOT** to be worn as part of the school uniform but only for PE purposes.

The school has a small supply of second-hand uniform. This is available throughout the year. For further details please contact the school office.

We do not allow children to wear:

- Jeans or jogging bottoms;
- Multi-coloured shirts;
- Jewellery – studs are acceptable for pierced ears;
- High heeled shoes;
- Nail polish or make up.
- Hair shoulder length and longer should be tied back with a ribbon or hairband. No fashion hair accessories.
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P.E. Kit

Children will need:

- School T-shirt with the school logo;
- Black or blue shorts; and
- Plimsolls (Daps) or trainers.
- Key Stage 2 children will require a track-suit and trainers for outdoor lessons.
- PE hoodies are available from the uniform shop – these are only to be worn for PE purposes and not as normal school uniform.
- Shoulder length/long hair is to be tied back with a ribbon or hairband.
- PE lessons often take place outdoors so children (with the exception of the reception year and year 1) would benefit from warm leggings/tracksuit bottoms and a blue hoodie or sweatshirt in the colder weather. This must be separate to their normal school uniform.

The following are not acceptable for P.E.:

Bermuda shorts;

Long baggy t-shirts;

T-shirts with logos or patterns;

Trainers that are worn all day; and

Clothes that are worn all day.

Swimming Kit:

During the year all children have the opportunity to have swimming lessons at the local Leisure Centre.

Children are required to wear:

Boys – swimming trunks or very short swim shorts

Girls – single piece swimsuit

Goggles and swim hats are also requested if possible

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 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