



**All Saints  
Schools Trust**

# **Policy for School Uniform**

Policy approved by Trust Board on 16 June 2022

Next review due in June 2026

## **1. Purpose of having a school uniform**

We strongly encourage schools to have a uniform as it can play a key role in:

- promoting the ethos of a school
- providing a sense of belonging and identity
- setting an appropriate tone for education

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

We have also ensured that in developing and implementing their uniform policy, that it complies with the Human Rights Act 1998 and Equality Act 2010 and take into account key considerations such as safeguarding requirements and the health and safety of pupils.

## **2. Our schools' 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 schools 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
- Allow pupils to wear headscarves and other religious symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with their Head of School or Headteacher who can answer any questions about the policy and respond to any requests
- Acknowledge that for Autistic children and those with Sensory Processing issues that certain textures can be prohibitively uncomfortable and adjustments may be needed in order to allow pupils to wear clothing that is tolerable (e.g. shorts or jogging bottoms with softer materials instead of Teflon school trousers).

### 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 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' 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
- making the wearing of items with the school logo on non-compulsory
- allowing the wearing of cheaper alternatives to school-branded items
- 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
- no difference in uniform requirements for different years
- avoiding different uniform requirements for extra-curricular activities
- 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

### 4. Expectations for school uniform

- Our schools' uniforms can be found on the websites of the schools, including guidance on PE and swimming kits.
- No child has to wear any branded items; but these are available at a low cost.
- Black school shoes are school uniform
- No jewellery (staff are not permitted to take out children's earrings)

#### 4.1 Where to purchase it

- The school office can direct to appropriate suppliers/ websites and order for those who need assistance or do not have access to the internet
- Any local supermarket for non-branded items
- Information about second-hand uniform, for example:
  - Second-hand uniform sale will be sent out on our monthly newsletters

## **5. Expectations for our school communities**

### **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 their Head of School or Headteacher 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 Head of School or 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 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 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 Head of School or Headteacher if the situation doesn't improve.

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 context of our schools
- is implemented fairly across the schools
- considers the views of parents and pupils
- offers a uniform that is appropriate, practical and safe for all pupils
- does not promote gendered uniform expectations
- accommodates the needs of pupils with SEN.
- Uniform is listed on websites but not specified by gender.

The board will also make sure that the arrangements of the uniform supplier of our schools 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 by the Trust Board.

## **7. Links to other policies**

This policy is linked to our:

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