



# **Trust Uniform Policy**

**Approved: Term 1 23/24**

**Next Review: Term 1 25/26**

## **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

### **1. 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 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
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the school office, who can answer questions about the policy and respond to any requests

### **2. 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' 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
- Limiting any items with distinctive characteristics where possible
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Avoiding different uniform requirements for extra-curricular activities
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- 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

### 3. Expectations for our uniform



Our trust mission statement is 'Aspiration through Excellence'. By surrounding ourselves with excellence, we can raise our expectations of our children, ourselves and each other. We have pride in our appearance and our uniform is an integral part of this. We want our pupils to look smart, be proud to be a member of the trust and their school and for all children to feel a sense of community and belonging.

### 3.1 – School uniform

Details of individual school uniform requirements are available on the school website via the links below:

Coxheath Primary School - <https://www.coxheath.kent.sch.uk/page/?title=Uniform&pid=72>

Loose Primary School - <https://www.loose-primary.kent.sch.uk/page/?title=Uniform&pid=33>

St Katherine's Primary School - <https://www.stkatherineskent.co.uk/uniform/>

### 3.2 – Where to get uniform

- Branded jumpers/cardigans and ties are available from Pages (Loose and St Katherine's) or Simmonds (Coxheath).
- Other items are widely available from a range of suppliers such as supermarkets or online providers.
- Each school operates a second- hand uniform shop on a regular basis

### 3.3 – Expectations for the school community

Pupils are

- expected to wear the correct uniform at all times (other than specified non-school uniform days)

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 and in good condition
- expected to contact the school if they want to request an amendment to the uniform policy in relation to their child's protected characteristics or the cost of the uniform
- expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Staff will:

- closely monitor pupils to make sure they are in correct uniform.
- discuss uniform breaches with pupils and families to support and promote wearing the correct school uniform
- escalate uniform breaches to the senior leadership team if there are no improvements
- take a mindful and considerate approach to resolving situations, taking into account potential financial hardship.

Governors and trustees will:

- ensure the policy is appropriate for the trust and the schools
- ensure the policy is implemented fairly across the trust and the school

- take into account the views of parents and pupils
- ensure that the uniform offered is appropriate, practical, safe and affordable

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with the school's complaints policy.

#### **4. Monitoring arrangements**

This policy will normally be reviewed every three years by the trust. At every review, schools will be consulted and it will be approved by the trustees.