

Uniform Policy

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1.0 Policy Statement

- 1.1 We are an ambitious and inclusive Trust of schools, strengthening our communities through excellent education. We are committed to providing excellent education for every child, every day, and aim to strengthen and work with our communities to continue to improve accessibility in our schools.

2.0 Aims

- 2.1 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
 - ensure that uniform requirements do not act as a barrier to attendance or participation

3.0 The school's legal duties under the Equality Act 2010

- 3.1 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 school will:

- avoid listing uniform items based on sex, to give all students 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 students
- allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- allow all students to style their hair in a way that is appropriate for College yet makes them feel most comfortable
- allow students to request changes to swimwear for religious reasons
- allow students to wear headscarves and other religious or cultural symbols
- allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with Fiona Pyle on fiona.pyle@sidmouthcollege.devon.sch.uk or 01395 514823, who can answer questions about the policy and respond to any requests

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4.0 Limiting the cost of school uniform

- 4.1 Our College 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: for example, by only asking that the blazer house tie, PE top and PE bottoms feature the College logo
- limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties and blazers
- considering cheaper alternatives to College-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 students 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 College's uniform can act as a social leveler
- avoiding different uniform requirements for different year/class/house groups
- avoiding different uniform requirements for extra-curricular activities
- considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- making sure that arrangements are in place and actively promoted 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 students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy
- notifying of any seasonal changes to uniform requirements in advance.

4.2 Second-hand uniform will be available from the uniform shop every morning.

5.0 Expectations for our school community

5.1 Students

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

- on the College premises
- travelling to and from College
- at out-of-school events or on trips that are organised by the College, or where they are representing the College (if required)

Students are also expected to contact Fiona.pyle@sidmouthcollege.devon.sch.uk or 01395 514823 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 Fiona.pyle@sidmouthcollege.devon.sch.uk or 01395 514823 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 College uniform in a timely and reasonable manner.

Disputes about the cost of the College uniform will be:

- resolved locally
- dealt with in accordance with our College's complaints policy

The College will work closely with parents to arrive at a mutually acceptable outcome.

5.3 **Staff**

Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by following the College's behaviour policy. In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

5.4 **Governors**

The governing board will review this policy and make sure that it:

- is appropriate for our College's context
- is implemented fairly across the College
- considers the views of parents and students
- offers a uniform that is appropriate, practical and safe for all students

The board will also make sure that the College'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.

6.0 **Monitoring arrangements**

- 6.1 This policy will be reviewed annually by the Business and Operations Lead. At every review, it will be approved by the local governing board.

7.0 **Links to other policies**

- 7.1 This policy is linked to our:
- Behaviour Policy
 - Equality information and objectives statement
 - Anti-bullying Policy
 - Complaints Policy