

Uniform Policy

Freemantle Church of England Community Academy Trust



To be read in conjunction with the following policies:

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

Reviewed by:	Nina Myszkowski	Date: September 2024
Approved By:	Janet Parker	
Next review due by:	September 2026	

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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 parents and carers
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for academy uniform

2. Our academy'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 academy 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 are minimised
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back for health and safety reasons)
- Allow all pupils to style their hair in the way that is appropriate for academy 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 for adaptations to our policy on the grounds of equality by asking pupils or their parents to contact the Headteacher, Nina Myszkowski, on 02380227925, who can answer questions about the policy and respond to any requests

3. Limiting the cost of academy uniform

Our academy 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 academy uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have a academy logo) 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 can be purchased at a reasonable cost, thus providing the best value for money for families.

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary and limiting any items with distinctive characteristics where possible.

- Considering cheaper alternatives to academy branded items, such as promoting the school colours and offering alternatives
- Avoiding specific requirements for items pupils to wear on non-academy days, such as coats, bags and shoes
- Avoiding different uniform requirements for different years or classes
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschools competitions, such as creating posters or labels
- 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 academy uniform

4.1 Our academy's uniform

- Branded items are available and are optional
- We understand that uniform is costly and will always accept generic items instead of branded ones
- PE and swimming kit is kept simple: PE – plain white tops, black shorts and plimsols or trainers, swimming – any appropriate swimwear
- All jewellery that cannot be removed should be secured by the pupil to their lobe using micropore tape in order to keep our children safe

4.2 Where to purchase it

Branded uniform can be purchased from-

- Skoolkit – 02380647421
- Koolskools – 02380026260

5. Expectations for our academy community

5.1 Pupils

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

- On the academy premises
- Travelling to and from academy
- During out-of-academy events or on trips that are organised by the academy, or where they are representing the academy (if required)

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 clerk to the directors, c/o (tracy.oconnor@freemantleschool.co.uk) 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 academy uniform in a timely and reasonable manner.

Disputes about the cost of the academy uniform will be:

- Resolved locally
- Dealt with in accordance with our academy's complaints policy

The academy 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 school colours. They will give any pupils and families unable to follow the uniform policy the opportunity to comply, but will follow up with the Headteacher if the situation doesn't improve and where they feel support may be needed.

In cases where it is suspected that financial hardship has resulted in a pupil not being able to comply with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

5.4 Directors

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

- Is appropriate for our academy's context
- Is implemented fairly across the academy
- Consider the financial position of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The board will also make sure that the academy's uniform supplier arrangements give the highest priority to cost and value for money, the academy avoids single supplier contracts and asks for re-tendering contracts at least every year.

6. Monitoring arrangements

This policy will be reviewed bi-annually by the Headteacher. At every review, it will be approved by the full board of directors.