

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 2026
Approved By:	Directors	
Next review due by:	September 2028	

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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 (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 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.
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- 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 academy uniform

4.1 Our academy's uniform

At Freemantle, we aim to provide a practical, affordable and inclusive uniform that offers families choice whilst maintaining a smart and consistent appearance.

Academy uniform consists of:

- A **red or navy blue sweatshirt or cardigan**, with or without the academy logo.
- A **red, white or blue polo shirt**, with or without the academy logo.
- **Black or grey trousers, shorts, skirts, pinafore dresses or tailored school dresses.**
- **Sensible, safe footwear** that children can put on and fasten independently wherever possible. For health and safety reasons, children should not wear open-toed shoes, Crocs, flip-flops, high heels or any other footwear that may present a risk during the school day.
- We understand that school uniform can be expensive and therefore branded items are **optional**. Generic uniform in the correct school colours is acceptable and may be purchased from a wide range of retailers.

PE and swimming kit

- PE: Plain T-shirt, dark shorts, joggers or leggings, and plimsolls or trainers.
- Swimming: Any appropriate swimwear.

Ideally, jewellery should be removed. Any jewellery that cannot be removed is worn at the parent/carer's own risk.

4.2 Where to purchase it

Branded uniform can be purchased from-

- Skoolkit – 02380647421
- Koolskools – 02380026260

Non-branded uniform is available at local supermarkets or local retailers.



Freemantle Church of England Community Academy Trust

Our Academy Uniform

A practical, affordable and inclusive uniform that offers families choice whilst maintaining a smart and consistent appearance.

Sweatshirts

Red or navy blue



Without logo

With logo



Without logo

With logo

Cardigans

Red or navy blue



Without logo

With logo



Without logo

With logo

Polo Shirts

Red, white, blue or navy blue



Without logo



With logo



Without logo



With logo



Without logo



With logo



Without logo



With logo

Trousers and Shorts

Black or grey



Trousers
(black or grey)



Shorts
(black or grey)

Skirts

Black or grey



Pinafore Dresses

Black or grey



School Dresses (summer option)

Red or blue gingham



Sensible, Safe Footwear



Sensible, safe footwear that children can put on and fasten independently wherever possible. For health and safety reasons, appropriate footwear is required.

All items can be worn with or without the academy logo.

Black or grey trousers, shorts, skirts, pinafore dresses or gingham school dresses can be worn with any of the sweatshirts, cardigans or polo shirts.

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.