SCHOOL UNIFORM POLICY

Date Created:	10th October 2022	Date Reviewed:	5 December 2023; 25 November 2025; 23 October 2026
		Approved by:	Governing board

Contents

1. Aims 2
2. Our school's legal duties under the Equality Act 2010 2
3. Limiting the cost of school uniform 3
4. Expectations for school uniform 4
5. Expectations for our school community 4
6. Monitoring arrangements 6
7. Links to other policies 6

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 school uniform

2. Our school's legal duties under the Equality Act 2010

The Equality Act 2010 prohibits discrimination because of a protected characteristic. In applying this policy, the school will consider sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity, and any other relevant individual circumstances.

To avoid discrimination, our school 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 adaptations to this policy on equality, disability, SEND, medical, religious, cultural or other individual grounds. Pupils and parents or carers should contact Heidi Hoskin, Headteacher, to discuss a request.
- Make reasonable adjustments for disabled pupils and consider sensory, medical and special educational needs and disabilities (SEND)

- Consider reasonable requests relating to religion or belief, ethnicity, gender reassignment, medical needs and other individual circumstances
- Take a flexible, proportionate approach during extreme or adverse weather and where safety, comfort or accessibility requires an adaptation

3. Limiting the cost of school uniform

Our school has a duty to make sure that the uniform we require is affordable, in line with the Department for Education's statutory guidance on the cost of school uniform and the legal limit on branded items that applies from 1 September 2026.

A branded item is one bearing the school or trust name or logo, or having a colour, design, fabric or other distinctive characteristic that means it is available only from particular suppliers. From 1 September 2026, the school will not require a pupil to have more than three different branded items of school uniform in a school year. This limit includes compulsory branded PE kit and items required for lessons, clubs, activities or events.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers
- Does not prevent a pupil from applying to, attending or participating fully in school because of cost
- Gives appropriate priority to quality, durability and sustainability as well as price

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting items with distinctive characteristics wherever possible—for example, by requiring a logo on no more than one outer garment
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-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 pupils could wear on non-school days, such as coats, bags and shoes
- Keeping optional branded items to a minimum so the school's uniform can act as a social leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences between groups in inter-school competitions, such as reusable bibs, labels or posters
- Making second-hand uniform freely accessible to all families and publishing clear details for current and prospective parents and carers on the school website
- 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
- Clearly identifying compulsory, optional and branded items in this policy and on the school website
- Ensuring that any optional branded item has an affordable generic alternative and is not presented as compulsory

- Publishing clear information about financial support, second-hand uniform and the school's complaints process for current and prospective families

4. Expectations for school uniform

4.1 Our school's uniform – all pupils

- **Compulsory:** a navy-blue sweatshirt or cardigan. A plain generic item is acceptable; a school-logo version is optional.
- **Compulsory:** a royal-blue polo shirt. A plain generic item is acceptable; a school-logo version is optional.
- **Suggested:** grey or black trousers or skirt, available from any suitable retailer.
- **Compulsory PE kit:** black shorts or tracksuit bottoms and a plain royal-blue T-shirt, available from any suitable retailer.

Post-14 **learners (Years** 12 to 14)

- Uniform is not compulsory. Learners who choose not to wear uniform must follow the Special Partnership Trust code of conduct.
- Learners may wear plain royal-blue or navy-blue sweatshirts and polo shirts purchased from any suitable retailer.
- Please provide a suitable T-shirt, tracksuit bottoms or shorts, and footwear for PE. A swimming costume and towel may also be required. The class teacher will advise when these items are needed.
- All school clothing should be clearly labelled with the learner's name.

4.2 Where to purchase uniform

- Plain compulsory items may be purchased from any suitable retailer. Optional school-logo items are available from our approved supplier, Doubletrees School – WOVINA.
- The school operates a free uniform swap shop where items can be donated and reused. This is available to all current and prospective families. Contact enquiries@doubletrees.org.uk for availability and collection arrangements.
- Families experiencing difficulty with uniform or PE-kit costs should contact the Headteacher or the school office confidentially. The school will discuss available second-hand items, payment options and any other support, including relevant local-authority assistance.

The school will publish this policy and current purchasing, second-hand and support information on its website so it is easy for current and prospective families to find and understand.

5. Expectations for our school community

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 may ask the Headteacher for a reasonable adjustment or temporary variation relating to disability, SEND, medical needs, religion or belief, another protected characteristic, extreme weather, safety or other individual circumstances.

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 and carers should contact Heidi Hoskin, Headteacher, if they wish to request an adjustment, discuss affordability or ask for support with uniform.

- A protected characteristic, disability, SEND, medical need, religion or belief, sensory need, safety concern or other individual circumstance
- The cost of uniform or PE kit
- A temporary variation during extreme or adverse weather

Concerns or complaints about uniform, including cost, equality, supplier arrangements or non-compliance, should be raised promptly through the school's published complaints procedure.

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 monitor uniform sensitively and consistently. If a pupil is not wearing the expected uniform, staff will first establish the reason and give the pupil and family a reasonable opportunity to resolve the issue, including access to available support.

Any response to ongoing non-compliance will be reasonable, proportionate and consistent with the school's behaviour policy. A pupil will not be disadvantaged because a family cannot afford an item, because a reasonable adjustment is required, or while an agreed request is being considered.

Where financial hardship may be a factor, staff will respond discreetly and compassionately and will signpost or arrange appropriate support. Staff will also act if a pupil experiences bullying or discrimination connected with uniform or clothing.

5.4 Governors

The governing board is accountable for approving and overseeing this policy and will make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Considers the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils
- Complies with the statutory limit on compulsory branded items and the Department for Education's uniform guidance
- Is published on the school website with clear information for current and prospective families

- Provides for reasonable adjustments and suitable flexibility for equality, disability, SEND, medical, weather and safety needs

The governing board will ensure that uniform-supply arrangements give the highest priority to cost and value for money, including quality, durability and sustainability. Any single-supplier arrangement will be justified, supported by a written contract and subject to a competitive process and regular review. The school will allow a sensible transition period for significant changes so families are not required to replace serviceable items unnecessarily.

6. Monitoring arrangements

This policy will be reviewed at least every two years, and sooner following a significant change in law, Department for Education guidance, uniform requirements or supplier arrangements. The Senior Leadership Team will lead the review, consult parents and pupils where significant changes are proposed, and submit the policy to the governing board for approval.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- SEND policy and accessibility plan
- Supporting pupils with medical conditions policy
- Department for Education statutory guidance on the cost of school uniform