

Academy Uniform Policy

Policy Monitoring, Evaluation and Review

This policy is effective for all academies within The Mead Educational Trust, the Teaching Academy, the SCITT and all other activities under the control of the Trust and reporting to the Trust Board.

Version:	1.0
Date created:	1 st November 2022
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Ratified by:	Executive Team
Date ratified:	
Review date:	

Revision History:

Version	Date	Author	Summary of Changes:
1.0		ET	New policy
1.1	9.1.22	Liam Johnson	Adaptation of policy to Fosse Mead Primary Academy

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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 expectations, and thus costs, are the same for all pupils within the school
- 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 academy yet makes them feel most comfortable. All hairstyles must not be offensive in any way.
- Allow pupils to request changes to swimwear for religious reasons. Academies will consider each request individually and make reasonable adjustments where possible. It will remain the academy's decision to allow any change
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for potential adaptations to our policy on the grounds of equality and protected characteristics by asking pupils or their parents to get in touch with Liam Johnson, 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 must have an academy logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and may limit parents' ability to 'shop around' for a low price.

With this in mind, we will make sure that our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers
- Does not require any branded items

We will do this by:

- *Limiting any items with distinctive characteristics: for example, we do not require that any items of uniform are branded only that they follow the school colours.*
- *Avoiding specific requirements for items pupils could wear on non-academy days, such as coats, bags and shoes which can all be of any style so long as they do not feature anything offensive.*
- *Continuing to accept pupils wearing uniform featuring the previous Fosse Primary School branding.*
- *Providing specific items of clothing to use for extracurricular activities such as football kit for game days at no cost to families.*
- *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

At Fosse Mead Primary Academy, our uniform is an important part of our identity. We ask that all pupils wear our school colours to create a shared sense of community and pride.

All pupils are expected to wear grey or black bottoms, a white or light blue polo or t-shirt and a blue jumper or cardigan.

Pupils may choose to wear trousers or skirts which are grey or black. Pupils may also wear grey, black or blue pinafore dresses.

All items of uniform at Fosse Mead Academy are available with our academy logo however no branded items are required and all parts of the uniform can be bought from any supplier.

PE kit should be suitable for physical activity and should not feature any large logos. All pupils must wear appropriate footwear (trainers or pumps) for PE. For swimming, pupils should wear appropriate swimming kit which must not be a bikini.

Within the academy, jewellery should be kept to a minimum and must be removed for all PE lessons.

Shoes, bags and coats can be of any style but must not feature any logos or images which may be deemed offensive.

4.2 Where to purchase it

A full selection of uniform is available from Uniform Direct [Uniform Direct® - School Uniform Suppliers - Online & Wholesale \(uniform-direct.com\)](https://www.uniform-direct.com) which feature items with the academy logo. However, no logoed items are required at Fosse Mead Primary Academy and as such all of our uniform can also be purchased from most high street and supermarket retailers such as Asda, Tesco etc...

Each term, Fosse Mead Primary Academy carries out a uniform exchange where parents and carers may bring items their children have outgrown and take any items of clothing which they need. The academy also provides new items within these exchange events. In addition, the Woodgate Adventure Playground carries out uniform exchanges throughout the year which are advertised by the academy to all families.

5. Expectations for our academy community

5.1 Pupils

Our students wear the Fosse Mead Primary Academy uniform with pride. The uniform is an important part of our academy's identity and standing within our community. We ask that students wear their uniform correctly at all times including:

- On the academy premises
- Travelling to and from academy
- At out-of-academy events or on trips that are organised by the academy, or where they are representing Fosse Mead Primary Academy.
- Pupils are also expected to contact Liam Johnson (Assistant Principal) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents and carers

We ask that Parents and carers work in partnership with the academy by ensuring that 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 Liam Johnson (Assistant Principal) if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

The academy is committed to working with parents to resolve any concerns regarding Academy uniform. Parents are expected to lodge any complaints or objections relating to the academy uniform in a timely and reasonable manner and the academy will work closely with parents to arrive at a mutually acceptable outcome. Any disputes about the cost of uniform will be:

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

5.4 Academy Council

The Academy Council will review this policy and make sure that it:

- Is appropriate for our academy's context
- Is implemented fairly across the academy
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The Council will also make sure that the academy's uniform supplier arrangements give the highest priority to cost and value for money.

6. Monitoring arrangements

This policy will be reviewed biannually by Liam Johnson (Assistant Principal). At every review, it will be approved by the Local Academy Council.

7. Links to other policies

This policy is linked to our:

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