



## SCHOOL UNIFORM POLICY

Responsibility of ( <i>see policy tracking sheet</i> ):	CEO and CFOO
Approved by:	Trust Board
Date Approved ( <i>by above</i> ):	May 2024
Next Review due by:	May 2025

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## 1. Purpose

Our uniform:

- gives us a collective identity
- prevents pupils whose parents/carers may not be able to afford the latest trending clothes, from being bullied (for this reason, our schools do not allow any clothing, hats, or shoes that have obvious logos).

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 the Trust will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for school uniform.

## 2. Equality & Diversity

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

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 expectations, and thus costs, are the same for all pupils within the school
- allow all pupils to have long hair (though schools reserve the right to ask for this to be tied back)
- allow all pupils to style their hair in a way that is appropriate for school and allows them to feel comfortable
- allow pupils to request changes to swimwear for religious reasons. Schools will consider each request individually and make reasonable adjustments where possible. It will remain the school's decision to allow any change
- allow pupils to wear school approved headscarves and other religious garments or cultural symbols (except knives, other potential weapons or items that may adversely affect pupil and/or staff safety)
- where possible make any adjustments that may be needed because of disability
- allow for reasonable adaptations to our policy on the grounds of equality. Pupils/parents/carers should contact the Principal with any questions about the policy or requests for adaptations. These will be considered on a case-by-case basis.

## 3. Cost of School Uniform

The Trust has a duty to make sure that the uniforms its schools require are affordable, in line with statutory [guidance](#) from the Department for Education (DfE).

The Trust understands that items with distinctive characteristics (such as branded items, or items that need to have a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that this limits parents/carers' ability to 'shop around' for a low price.

In line with our responsibility, the Trust will ensure that required uniform items:

- are available at a reasonable cost
- provide the best value for money for parents/carers.

The Trust will do this by:

- carefully considering whether any items with distinctive characteristics are necessary
- limiting any items with distinctive characteristics/logos where possible, to long-lasting items
- considering cheaper alternatives to school-branded items
- avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- avoiding different uniform requirements for different year/class/house groups
- avoiding different uniform requirements for extra-curricular activities (except where required on grounds of safety)
- considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- 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 significant proposed changes to the School Uniform Policy and carefully considering any complaints about the policy.

#### **4. Uniform Requirements**

Each school in the Trust has its own uniform. Please see school websites for individual school requirements.

#### **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 are also expected to contact the Principal if they want to request an adaptation of the School 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/carers should contact the Principal if they wish to request an adaptation of the uniform requirements in relation to their child's protected characteristics, or if they wish to raise a concern regarding the uniform.

Parents/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

### **5.3 Staff**

Schools will ensure that the expectations for pupils and for parents/carers are clearly communicated. The Trust's School Uniform Policy will be published on the schools' websites, and be made available for all parents/carers, including parents/carers of prospective pupils.

Staff will closely monitor pupils to make sure they are in the correct uniform. The School will work proactively with pupils/parents/carers to ensure that uniform expectations are met. Where a pupil is not wearing the expected uniform, the School will put in place support to rectify this, for example through the loaning of uniform. Where accessing uniform is not a barrier and where appropriate, the School will apply the use of sanctions as outlined in the Behaviour for Learning and Discipline Policy. In cases where it is suspected that financial hardship has resulted in a pupil not complying with this School Uniform Policy, staff will take a mindful and considerate approach to resolving the situation.

### **6. Monitoring Arrangements**

The CEO (Chief Executive Officer) and Chief Financial and Operating Officer (CFOO) are responsible for monitoring and reviewing this policy, and make any minor changes so that it remains aligned with relevant legislation.

The Trust Board will review and agree any substantial changes to this policy.

This policy and its implementation will be monitored to ensure that it is appropriate for schools' contexts, offers uniform requirements that are appropriate, practical and safe for all pupils, and is implemented fairly across the Trust's schools.

Where significant changes to the uniform requirements are proposed, pupils and parents/carers will be consulted and their views taken into account.

The Trust will make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money and be able to demonstrate that they have obtained the best value for money from suppliers for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

### **7. Links with Other Policies**

This policy is linked to our:

- Anti-bullying Policy
- Behaviour for Learning and Discipline Policy
- Complaints Policy and Procedure
- Equalities Report and Objectives
- Equality Information and Objectives Policy.

## **Appendix A – School Uniforms**

### **1. Saracens Bell Lane**

Please see the school's website for uniform requirements:

<https://saracensbl.org/uniform/>

### **2. Saracens High School**

Please see the school's website for uniform requirements:

<https://saracenshigh.org/school-uniform/>