

# Chellaston Fields Spencer Academy Uniform Policy

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Date of adoption: 01.09.2022

Date to be reviewed: 01.09.2026

## 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

## Our school'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 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 for certain activities)
- 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 for adaptations to our policy on the grounds of equality by inviting parents and pupils to explore concerns with the Principal, who can answer questions about the policy and respond to any requests

## Limiting the cost of school uniform

The Education Act 2021 sets out to make school uniform costs affordable for families of all backgrounds and offer parents the best possible value for money.

We understand that items with distinctive characteristics (such as a school logo or a unique fabric/colour/design) may not always be purchased from a wide range of retailers and that requiring such items limits parents' ability to 'shop around' for a low price.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

To ensure compliance with our statutory duties the school will:

- Always consider carefully whether items with distinctive characteristics are necessary
- Limit the number of items with distinctive characteristics and, wherever possible, confine these to low-cost or long-lasting items
- Consider cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoid specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Keep the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- Avoid different uniform requirements for different year/class/house groups where these result in higher costs
- Avoid different uniform requirements for extra-curricular activities
- Consider alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Make sure that arrangements are in place for parents to buy second-hand uniform items
- Avoid frequent changes to uniform specifications and phase changes to minimise the financial impact on parents
- Consult with parents and pupils on any proposed significant changes to the uniform policy and carefully consider any complaints about the policy

## **Expectations for school uniform**

Our school's uniform:

- Navy blue jumper or cardigan, white shirt, dark grey or black trousers/skirt/shorts
- A branded jumper or cardigan can be opted for
- In the summer, a navy blue checked dress can be worn
- In Year 6 a branded tie forms part of the uniform expectations, this will be provided by school. Pupils will only be charged for replacement ties if a tie is lost or damaged.
- For PE children to wear a white t shirt and black shorts. There are no colour expectations for swimming kit
- Small stud earrings can be worn, no other jewellery is permitted
- Children should wear plain black shoes, trainers or boots. In the summer sandals can be worn if they are securely fastened with a heel strap.
- Children should bring their PE kit in a named bag.
- Branded PE and book bags are optional
- In the warmer months children should wear a sun hat to protect them from the sun.
- In the colder months children should wear a warm coat or a waterproof coat

Where to purchase it:

- Non branded uniform can be purchased from 'high-street' retailers including supermarkets
- Branded uniform can be ordered from Uniform Direct
- Second-hand uniform can be purchased from school or the Parent Teacher Association (PTA) who arrange second-hand uniform sales

## **Expectations for our school community**

### **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)

### **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 expected to contact the 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

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

The school will work closely with parents to arrive at a mutually acceptable outcome. Wherever possible disputes about the appropriateness or cost of the uniform should be resolved informally through a dialogue between the family and school. Where agreement cannot be reached grievances will be dealt with in accordance with our school's complaints policy

### **Staff**

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in accordance with our behaviour policy.

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

### **Governors**

The governing board will review this policy and 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

The local board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

### **Monitoring arrangements**

This policy will be reviewed every 4 years by the Principal. At every review, it will be approved by the local governing board and published on the school's website.

### **Links to other policies**

This policy is linked to our:

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