

# **FRIARS MULTI ACADEMY TRUST**

## **UNIFORM POLICY**

### **NON-STATUTORY POLICY**

Approved by Board of Directors

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## Glossary

The term '**School**' is used as standard to mean the educational establishment that is adopting this policy.

The term '**Head of School**' is used to refer to the person with overall day-to-day responsibility of the School.

**Directors** are the Trustees of the Multi Academy Trust Board. **LGB** is the **Local Governing Body** of the School.

### 1. Aims of the policy

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
- Ensure fair access to a smart, inclusive uniform for all

### 2. The Trust's legal duties under the Equality Act 2010

The Trust has a focus on equality, which includes the requirements for school uniform. 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, the schools / academies in the Trust 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 students
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons
- Allow students to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents / carers to contact the school reception who can answer questions about the policy and respond to any requests. The receptionist may need to seek advice from the Senior Leadership Team where necessary.

### 3. Limiting the cost of school uniform

Our Trust 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 school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that require a school logo or a unique fabric / colour / design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents' / carers' 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

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible, for example, including garments that do not require a logo (i.e. trousers / skirts)
- 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 does not compromise quality and durability
- Avoiding specific requirements for items that students would be able to wear out of school such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the uniform can act as a social leveler
- Avoiding different uniform requirements for different year / class / house cohorts
- Avoiding different uniform requirements for extra-curricular activities (including after-school clubs)
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- 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 school uniform**

### **4.1 Uniform criteria**

Uniform must be in the colour set out by the relevant school. This information is given to parents / carers when students join the school and is available on the school's website or on request at the school's office.

#### **Girls:**

Plain knee-length school skirt or plain school trousers (denim / jeans / corduroy / leggings / jogging bottoms not permitted)

Polo shirt with school logo or plain white shirt with school tie

Jumper / cardigan with school logo (not compulsory)

Blazer with school logo (not compulsory)

Plain socks or tights

#### **Boys:**

Plain school trousers (denim / jeans / corduroy / jogging bottoms not permitted)

Polo shirt with school logo or plain white shirt with school tie

Jumper / cardigan with school logo (not compulsory)

Blazer with school logo (not compulsory)

Plain socks

#### **All students:**

Warm / waterproof coat is recommended for cooler weather (no colour restrictions).

Plain black shoes (flat, enclosed school shoes – must be all black).

#### **P.E. / Sport**

Sports top with school logo

Plain shorts and / or plain tracksuit bottoms

Sports trainers (fashion trainers not permitted)

Football boots (permitted at certain times of the year / not compulsory)

Plain sweatshirt for colder weather (no hoodies / not compulsory)

## **Swimming lessons**

Some students may go off-site for swimming lessons (you will receive a letter should your child be taking part). Requirements for swimming lessons are:

Boys: Swimming trucks or swimming shorts (not Bermuda shorts) and a towel (no colour restrictions)

Girls: Full swimming costume (no bikinis or tankinis) and a towel (no colour restrictions)

Swimming caps provided by school

Swimming goggles not permitted (unless they are prescription goggles)

## **Jewelry / Hair / Make-up / Bags:**

For safety reasons jewelry is not considered suitable for school. However, if earrings are worn, they must be small studs or sleeper (one in each ear only) and must be removed for P.E. lessons by the student (staff are not able to assist). Any new piercings which cannot be taken out must be covered by a plaster during P.E. lessons. Body piercing is not acceptable. Watches may be worn. The student is responsible for their items.

Long hair must be tied back for P.E. / sport lessons. Extreme hairstyles are not permitted and can only be dyed a naturally occurring colour. The school office can offer advice on this, prior to making any changes.

Make-up must not be worn at all in school.

Students may bring their own bags / rucksacks / P.E. bags to school (no restrictions on colour or style).

## **4.2 Where to purchase uniform**

### **Brand new uniform:**

Brand new uniform items which have the school logo on can be purchased at:

The Uniform Shop

8 Olympic Way

Wellingborough

NN8 3QE

Tel: 01933 426433 / Email: [info@uniformshopwellingborough.co.uk](mailto:info@uniformshopwellingborough.co.uk)

[www.uniformshopwellingborough.co.uk](http://www.uniformshopwellingborough.co.uk)

Parents / carers can visit the Uniform Shop in person to place orders; they offer a free fitting service to help students with sizes. Orders can also be placed online and delivered to home (postage fees may apply to smaller orders) or delivered to the school free of charge, where staff will give the order to the student.

**Uniform without logos:**

Uniform items which do not require the school logo, such as shirts, trousers, skirts, P.E. bottoms and P.E. shorts can be purchased at the Uniform Shop also. However, provided they meet the colour and style criteria set by the school, they can be purchased from any retailer.

**'Pre-loved' uniform:**

We endeavour to offer parents / carers a less-expensive alternative to buying branded school uniform. Therefore, we accept donations of any unwanted, good quality uniform, whereby a student has outgrown the garment or is leaving school. These can be dropped off at the main school reception.

Parent / carers can contact the school office at any time to ascertain what 'pre-loved' uniform garments are available. These garments can then be purchased directly through the office, payable preferably via the online payment system (i.e. ParentPay / Arbor), or via cash if this is not possible. Garments are sold at a much lower cost than brand new items, approximately £2.00 - £5.00 per item or £10.00 for a blazer, depending on the garment. As pre-loved items are subject to what is available at the time of calling, we cannot offer any guarantee that the required item / size is in stock. Please note that newly established schools may not always be able to offer this option, particularly in the early stages.

**Pupil Premium:**

Where students are entitled to a Pupil Premium allowance, some help can be made available towards the purchase of compulsory branded' school uniform (i.e. uniform bearing the school logo – excluding blazers). This must be agreed by the school before ordering; parents / carers are asked to contact the school office directly to discuss what options might be available.

## **5. Expectations for our school community**

### **5.1 Students**

Students are expected to wear the correct uniform at all times (other than specified non-school uniform days such as mufti days / themed 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)

### **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 asked to contact the main office 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.

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 and carers to arrive at a mutually acceptable outcome.

### **5.3 Staff**

Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply but will follow up with the Head of School if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with by the Senior Leadership Team (SLT), who will work with families to support our students in wearing the correct uniform. Our culture is that students will wish to be recognised as being part of the school identity by wearing the school uniform.

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



#### **5.4 Governors**

The Local Governing Body (LGB) will review this policy and make sure that it:

- Is appropriate for the school's context
- Is implemented fairly across the school
- Takes into account the views of parents / carers and students
- Offers a uniform that is appropriate, practical and safe for all students
- Ensure priority is given to cost and value for money by re-tendering contracts at least every 5 years.

#### **6. Monitoring arrangements**

This policy will be reviewed every 2 years by the Chief Operations Officer. At every review, it will be approved by Local Governing Body.