

UNIFORM POLICY (Trentham)

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Summary		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 and explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010		
Associated Documents		Behaviour Policy Anti-bullying Policy	Equality information and objectives statement	
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VERSION CONTROL

Version No:	Type of change	Date	Revisions from previous version
0.1	New Document	Sept 2022	New Policy

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1. STATUS

- a. Statutory.

2. AIMS

This policy aims to:

- a. Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- b. Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- c. Clarify our expectations for school uniform

3. OUR LEGAL DUTIES UNDER THE EQUALITY ACT 2010

- a. The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.
- b. To avoid discrimination, our Trentham Academy will:
 - i. Avoid listing uniform items based on sex, to give all Students the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
 - ii. Make sure that our uniform costs the same for all Students
 - iii. Allow all Students to have long hair (though we reserve the right to ask for this to be tied back)
 - iv. Allow all Students to style their hair in the way that is appropriate for school yet makes them feel most comfortable
 - v. Allow Students to request changes to swimwear (where appropriate) for religious reasons
 - vi. Allow Students to wear headscarves and other religious or cultural symbols
 - vii. Allow for adaptations to our policy on the grounds of equality by asking Students or their parents/carers to get in touch with Mrs L Hadgett who can answer questions about the policy and respond to any requests.

4. LIMITING THE COST OF SCHOOL UNIFORM

- a. Our school 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.
- b. We understand that items with distinctive characteristics (such as branded items, or items that have to have 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.
- c. We will make sure our uniform:
 - i. Is available at reasonable cost
 - ii. provides the best value for money for parents/carers
- d. We will do this by:
 - i. Carefully considering whether any items with distinctive characteristics are necessary
 - ii. Limiting any items with distinctive characteristics where possible. for example, by only asking that the blazer and the branded PE top feature the Academy logo.
 - iii. Limiting items with distinctive characteristics to low-cost or long-lasting items
 - iv. 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
 - v. Avoiding specific requirements for items Students could wear on non-school days, such as coats, bags and shoes
 - vi. Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
 - vii. Avoiding different uniform requirements for extra-curricular activities
 - viii. Considering alternative methods for signalling differences in groups for inter-school competitions, such as creating posters or labels

- ix. Making sure that arrangements are in place for parents / carers to acquire second-hand uniform items
- x. Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- xi. Consulting with parents, carers and Students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

5. EXPECTATIONS FOR SCHOOL UNIFORM

5.1 Our Academy Uniform

	<u>Uniform</u>	<u>PE Uniform</u>
<u>Branded Items</u>	<ul style="list-style-type: none"> Trentham Academy black branded blazer Trentham Academy black branded trousers School Tie 	<ul style="list-style-type: none"> Trentham Academy Sports Top Trentham Academy Sports Shorts
<u>Optional Branded Items</u>		<ul style="list-style-type: none"> Trentham Academy Drill Top Trentham Academy Sports Leggings Trentham Academy Tracksuit trousers
<u>Generic Items</u>	<ul style="list-style-type: none"> Plain black jumper (to be worn underneath the blazer – optional) Plain black formal dress-style shoes Plain white shirt 	<ul style="list-style-type: none"> Unbranded trainers
<u>Jewellery & Hairstyles</u>	<ul style="list-style-type: none"> No extreme hairstyles or colours Hair must be natural colours only Discreet makeup only Brightly coloured eye shadows are not permitted Jewellery permitted – one plain gold or silver stud in each ear and a watch only. 	

5.2 Where to Purchase our Uniform

<u>Supplier</u>	<u>Address</u>	<u>Website</u>	<u>Telephone Number</u>
Clive Mark Uniform	25 High St, Newcastle-under-Lyme, Newcastle ST5 1QZ	https://clivemark.co.uk/	01782 621 721
Schools In	41 Weston Road, Meir Stoke-on-Trent ST3 6AB United Kingdom	https://www.schoolsinuniform.co.uk/	01782 310 111
Smart Uniform	Harvey House, Hassell Street, Newcastle-under-Lyme, Staffordshire ST5 1AR	https://smartuniform.co.uk/	01782 713650

5.3 Arrangements for 'Pre-loved' Uniform Items

- a. As a part of the TALENT (PTFA) the TALENT group offer two pre-loved uniform sales in each Academic year.

6. EXPECTATIONS FOR OUR ACADEMY COMMUNITY

6.1 Students

- a. Students are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:
 - i. On the school premises
 - ii. Travelling to and from school

- iii. At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)
- iv. Students are also expected to contact Mrs L. Hadgett if they want to request an amendment to the uniform policy in relation to their protected characteristics.

6.2 Parents and Carers

- a. Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:
 - i. Clean
 - ii. Clearly labelled with the child's name
 - iii. In good condition
- b. Parents and carers are also expected to contact Mrs L. Hadgett if they want to request an amendment to the uniform policy in relation to:
 - i. Their child's protected characteristics
 - ii. The cost of the uniform
- c. Parents and carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.
- d. Disputes about the cost of the school uniform will be dealt with in accordance with our Academy complaints policy.
- e. The Academy will work closely with parents / carers to arrive at a mutually acceptable outcome.

6.3 Staff

- a. 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 Headteacher if the situation doesn't improve.
- b. Ongoing breaches of our uniform policy will be dealt with by the Academy behaviour policy.
- c. 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.

6.4 The Role of the Local Governing Committee

- a. The Governing Committee will review this policy and make sure that it:
 - i. Is appropriate for our school's context
 - ii. Is implemented fairly across the school
 - iii. Takes into account the views of parents and Students
 - iv. Offers a uniform that is appropriate, practical and safe for all Students
- b. The 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.

7. MONITORING ARRANGEMENTS

- a. This policy will be reviewed by the Academy on an annual basis to ensure continuing compliance or earlier should new legislative changes occur. At every review, it will be approved by the full governing committee.

8. LINKS TO OTHER POLICIES

- a. Behaviour policy
- b. Equality information and objectives statement
- c. Anti-bullying policy