



**CALTHORPE
ACADEMY**
Skills for the life we want

School Uniform Policy

*All policies are electronically signed and available on Governor Hub

Ratified by the Local Governing Body

Signed by the LGB

Date: 01.03.2023

To be reviewed every 2 years

Date: 01.03.2025

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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 school uniform

2. 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)
- 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 asking pupils or their parents to get in touch with a member of SLT

who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

Our academy has a relaxed approach to uniform, and the wearing of uniform is optional as we understand the differing needs of our pupils.

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.

We will make sure our uniform:

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

We will do this by:

- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- 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. Our school's uniform

- **School uniform** is optional at Calthorpe Academy. The uniform consists of a sweatshirt and polo shirt with our academy logo. For learners who do not wear school uniform clothing should be practical and logos/ slogans should be appropriate (e.g., non-discriminatory, should not promote violence etc.)
- **Swimming Kit** Parents and carers are expected to provide their child with a swimming kit (costume for girls/ trunks for boys) to access swimming lessons
- **PE Kit** the expectation is that parents and carers send their child to school in loose clothing and trainers on the days that they have PE.
- **Outdoor Learning** Parents and carers should provide suitable clothing according to the seasonal weather conditions (e.g. hat/ scarf and gloves for winter; sun hat/ shorts/ T-shirts for summer)

- **Bags, Shoes and Coats** Parents and carers are to provide their child with comfortable shoes, a bag or backpack and a coat- bags and coats should have their child's name written in side of them.
- **Jewellery & Hairstyles** we take into account the requirement to avoid discrimination in line with the Equality Act 2010. Jewellery should be discreet and safe. Large or dangling earrings are not permitted but a single pair of studs is allowed. A single ring and bracelet can be worn. Hair should be well groomed.

4.2. Where to purchase it

Parents and Carers can obtain the uniform, including where items are only available from [Leading Supplier of Schoolwear | Your School Uniform](#) when visiting the site parents/carers are to enter the school name in the 'FIND YOUR OFFICIAL SCHOOL UNIFORM' box and will be directed to the dedicated online uniform shop. Pricing and sizing details are available on the website.

The uniform is supplied directly to parents/carers chosen delivery address. The website offers free returns if parents/carers are not satisfied with their purchase

5. Expectations for our school community

5.1. Parents and carers

Whether their child is wearing uniform or non-uniform Parents and carers are expected to make sure their child's clothing is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact the head teacher 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 to arrive at a mutually acceptable outcome.

5.2. Staff

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

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.

5.3. 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
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

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.

6. Monitoring arrangements

This policy will be reviewed every two years by SLT. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

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

8. Changes

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