

Uniform Policy

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1.0 Policy Statement

- 1.1 We are an ambitious and inclusive Trust of schools, strengthening our communities through excellent education. We are committed to providing excellent education for every child, every day, and aim to strengthen and work with our communities to continue to improve accessibility in our schools.

2.0 Aims

- 2.1 This 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

3.0 The schools legal duties under the Equality Act 2010

- 3.1 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 a 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 Theo Zimble, Assistant Headteacher, info@matfordbrook.academy, who can answer questions about the policy and respond to any requests

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4.0 Limiting the cost of school uniform

- 4.1 Matford Brook Academy is committed to ensuring that its uniform policy remains inclusive, affordable, and reflective of the needs of its community. In consideration of the cost of school uniform, we consider:

- **Pupil Demographics**
Our school community is diverse, and the uniform policy is designed to promote equality, inclusion, and respect for different cultural, religious, and personal needs.
- **Neighbouring and Trust Schools**
The uniform requirement is reviewed in light of the expectations of neighbouring schools and those within our trust. This ensures consistency across the local area and trust, while also preserving our school's distinct identity.
- **Voice of the School Community**
Our school community are regularly consulted on the uniform policy. Feedback is gathered through surveys, meetings, and discussions, as appropriate, and is used to inform any adjustments.

- 4.2 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 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' 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:
 - by only asking that the jumper, tie and certain PE items features the school logo
 - 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 doesn't compromise quality and durability
 - avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
 - 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
 - considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
 - working towards arrangements 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

5.0 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 the appropriate Phase Leader, via info@matfordbrook.academy if they want to request an amendment to the uniform policy in relation to their protected characteristics:

Phase Leaders: Mike Osborn (Chapter 1); Megan Harris (chapter 2); Luke Brner (Chapter 3); Laura Menagh (Chapter 4).

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

➤ Pupils are also expected to the appropriate Phase Leader, via info@matfordbrook.academy 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

Phase Leaders: Mike Osborn (Chapter 1); Megan Harris (chapter 2); Luke Brner (Chapter 3); Laura Menagh (Chapter 4).

The school will work closely with parents to arrive at a mutually acceptable outcome.

5.3 **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 by the appropriate Phase Leader via info@matfordbrook.academy in accordance with our relational policy.

Phase Leaders: Mike Osborn (Chapter 1); Megan Harris (chapter 2); Luke Brner (Chapter 3); Laura Menagh (Chapter 4).

- 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.

5.4 **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 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.

6.0 **Monitoring arrangements**

- 6.1 This policy will be reviewed annually and will be approved by the local governing board.

7.0 **Links to other policies**

- 7.1 This policy is linked to our:
 - Behaviour Policy
 - Equality information and objectives statement
 - Anti-bullying Policy
 - Complaints Policy