



<b>Policy title</b>	Uniform Policy
<b>Written by</b>	Caroline Thayre, Principal
<b>Policy owner</b>	Caroline Thayre, Principal

<b>Status</b>	Approved
<b>Summary of change</b>	Updated guidance

<b>Equality Impact Assessment date</b>	Updated September 2024
<b>Review date</b>	September 2027

## 1. Purpose/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 academy uniform.

## 2. Legislation and statutory guidance

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 academy 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 Caroline Thayre, Executive Principal, who can answer questions about the policy and respond to any requests.

Robsack Wood is in the top 20% of deprived schools in East Sussex and we have a higher than average percentage of pupils who receive Free School Meals. Our academy 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 items with distinctive characteristics to low-cost or long-lasting items, such as back packs.
- 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 leveller.
- Avoiding different uniform requirements for different year/class/house groups.
- Avoiding different uniform requirements for extra-curricular activities.
- Considering alternative methods for signalling 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.

### 3. Policy Statement

School uniform is as follows:

- Green sweatshirt / cardigan with embroidered Academy logo
- Yellow polo shirt with embroidered Academy logo.

- Green fleeces with embroidered Academy logo are available, if required, for outdoor use only.
- Grey smart trousers or shorts (not black).
- Grey skirt or pinafore dress (not black).
- Plain black flat school shoes, ankle boots in winter or plain black trainers with no logo, coloured soles or branded markings. Coloured trainers or long boots are not permitted.
- Dark grey, black or white socks or black, dark green or dark grey tights. No leggings to be worn under skirts or dresses please. Summer uniform may also include:
- Green and white dresses (checked, striped etc.).
- Sun hats (to be worn outside only).

In addition, the children need to adhere to the following rules:

- One pair of plain stud earrings may be worn. No other jewellery is permitted.
- Children may wear a watch (excluding smart watches and similar). No other bracelets or bands are permitted.
- There should be no key rings or attachments hanging from pupils' uniforms. A small key ring is advised on a book bag or back pack to support children in identifying their belongings.
- All children need a green Robsack Wood book bag or Robsack Wood back pack, a named lunchbox/bag and a named PE bag. These are available direct from the academy at a reduced cost.
- We require children to wear long hair tied back. Hair should be of natural colour and extreme hair-cuts will not be permitted and should be appropriate for the Academy environment.
- Hair accessories should be small, discreet and where possible in Academy colours (green and yellow).
- Make up and nail varnish are not permitted. Any transfers should remain hidden.
- Leggings or cycling shorts are not permitted unless part of a PE kit or under uniform items.

#### PE Uniform

- Plain white t-shirt (also available with the Academy logo if desired but not required).
- Green shorts or dark shorts.
- Plimsolls or trainers (separate to the black trainers which may be worn for school shoes).
- Navy blue or black jogging bottoms (for winter) with a sweat top in blue or black or similar.

#### 4. Roles and responsibilities

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the academy premises
- Travelling to and from the academy
- At out-of-school events or on trips that are organised by the academy, or where they are representing the academy (if required)

Pupils are also expected to contact Caroline Thayre, Executive Principal, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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

Parents are also expected to contact Caroline Thayre, Executive 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. Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our Trust complaints policy

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

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 Principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by a verbal reminder initially, then a letter will be sent home to the pupils' parents and carers and alternative items will be offered.

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 by providing additional items for pupils through Pupil Premium funding.

The Board of Trustees has delegated the review of this policy to the academy Local Governing Board who make sure that it:

- Is appropriate for our academy context
- Is implemented fairly across the academy
- 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.

## **5. Procedures**

Uniform can be purchased from:

- Super Stitch 86
- Sussex Uniforms
- Robsack Wood has a supply of pre-loved second-hand uniform. If a parent is in need of help to provide uniform for their child, they should discuss the matter with a member of the team and we can provide any requested items for free. Pupil Premium pupils are entitled to free uniform each academic year; look out for the letters detailing this.

## **6. Monitoring arrangements**

This policy will be reviewed every five years by the Principal. Every review will include the requirement to consult with the academy Local Board who will subsequently report the outcome of the review to the Board of Trustees.