

# Conatus Federation School Uniform Policy

## 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 the school leadership team, who can answer questions about the policy and respond to any requests

## 3. Limiting the cost of school uniform

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 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 from the school office
- Provides the best value for money for parents/carers

**We will do this by:**

- Carefully considering whether any items with distinctive characteristics are necessary
- Keeping the number of optional branded items to a minimum
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- 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**

Most of the uniform can be purchased from local high street stores and supermarkets, however we do expect the children wear either a Branded jumper or cardigan (both of which can be purchased at the School Office).

- Black school shoes (no colourful heels or laces)
- Black school trousers/skirt or black shorts or light blue summer dresses in warmer weather.
- A plain white shirt or polo shirt - *Branded polo shirts are available to purchase from the school office, however branded t-shirts are not essential.*
- A branded navy-blue school jumper or cardigan with the school logo (purchased from school office)
- Tights should be grey, black or navy blue with no patterns on them
- Headscarves worn for religious reasons must be plain navy blue, black or white.

#### **Our P.E. kit expectations are as follows:**

- Plain white t-shirt
- Navy or black shorts or jogging bottoms
- Plimsolls or trainers (these must be a change of footwear from their school shoes)

**Please ensure all items of clothing have your child's name clearly marked one of the labels, this is to enable us to assist in locating misplaced items for you.**

#### **Where to purchase it**

- Branded school jumpers can be purchased from the school office.
- The school will arrange termly second-hand uniform sales (information on these will be published in school newsletters).

### **5. 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 contact a member of the leadership team if they want to request an amendment to the uniform policy in relation to their protected characteristics.

#### **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 also expected to contact a member of the leadership team 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.

### **5.3 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 a member of the leadership team

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. Monitoring arrangements and Links to other policies**

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

**This policy links to our Behaviour policy, Anti-bullying policy, Complaints policy**