

*'They will soar on wings like eagles ...'*  
Isaiah 40:31

*collaborate | enrich | trust | innovate | aspire | nurture*

Common Trust Policy, Use as Published

Aquila Uniform Policy.

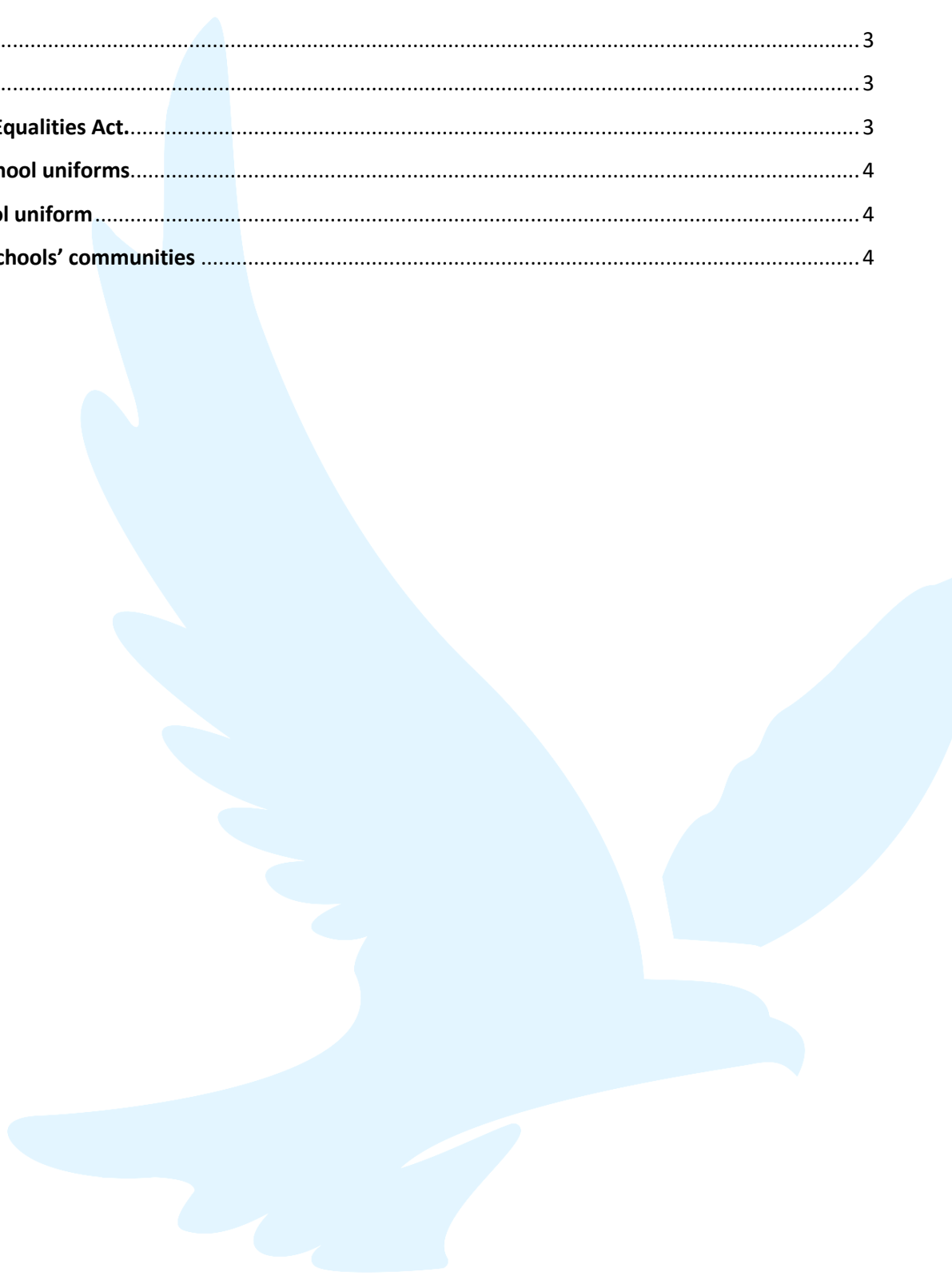
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## Contents

<b>1. Purpose.....</b>	<b>3</b>
<b>2. Vision and Values. ....</b>	<b>3</b>
<b>3. Our duties under the Equalities Act.....</b>	<b>3</b>
<b>4. Limiting the cost of school uniforms.....</b>	<b>4</b>
<b>5. Expectations for school uniform.....</b>	<b>4</b>
<b>6. Expectations for our schools' communities .....</b>	<b>4</b>



## 1. Purpose.

The DfE strongly encourage schools to have a uniform as it can play a key role in:

- promoting the ethos of a school
- providing a sense of belonging and identity
- setting an appropriate tone for education

By creating a common identity amongst all pupils, regardless of background, a school uniform can act as a social leveller. It can reduce bullying and peer pressure to wear the latest fashions or other expensive clothes.

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. Vision and Values.

The policy is in line with our Aquila vision.

It is in line with our value of nurture and aspire.

## 3. Our duties under the Equalities Act.

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our schools 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 uniforms cost 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 and makes them feel most comfortable, while ensuring they are safe during sporting activities and outside play.
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the Headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

## 4. Limiting the cost of school uniforms

We recognise the challenges of purchasing school uniforms. Our schools have a duty to make sure that the uniform we require is affordable, in line with the [Education \(Guidance about Costs of School Uniforms\) Act 2021](#). This Act requires the appropriate authorities of relevant schools to have regard to this guidance when developing and implementing their school's uniform policy.

We understand that items with distinctive characteristics (such as branded items, or items that need 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.

We will make sure our schools have a uniform which:-

- 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 the distinctive school logo.
- Encouraging our schools to offer 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
- Only having the requirement for either a house colour or school colour or white T shirt for PE. Pupils will not be required to have more than different coloured PE tops
- Not having different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents/carers to acquire second-hand or pre-loved uniform items
- Consulting with parents on any proposed changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Carefully considering any complaints about the application of the uniform policy in any Aquila school

## 5. Expectations for school uniform

The details on the uniform for each school and on the website of the relevant school. This includes information about where uniform can be purchased.

## 6. Expectations for our schools' communities

### 6.1 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, (unless informed otherwise by the school), or where they are representing the school

## 6.2 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/carers are also expected to contact the Headteacher 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/carers 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 the Aquila complaints policy

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

## 6.3 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 giving pupils preloved uniform which they are expected to wear.

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 Governance

The Trust Board will review this policy and make sure that it:-

- Is appropriate for each school's context
- Offers a uniform that is appropriate, practical and safe for all pupils

Local governors will ensure the policy:-

- Is implemented fairly across the school
- Takes into account the views of parents/carers and pupils

The local governing body 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