



Uniform Policy

VERSION 1.0

CONCORDIA MULTI ACADEMY TRUST



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1. Document Control

Amendment History

Version No.	Date	Comments
1.0	September 2024	New Trust Policy

Review Dates

Next Review Date
September 2027

Author(s)

Name	Role
Jenni Odgen	Headteacher

Reviewer(s)

Name	Role
Tracy Webb	Chief Executive Officer
Jenni Odgen	Headteacher

Approver(s)

Name	Role

2. Statement of Intent

All schools within Concordia Multi Academy Trust are committed to promoting equality and value for money, and to ensuring that no pupil is discriminated against due to their religion or belief, economic circumstances, or social and cultural background.

This policy has been created with consideration to health and safety, value for money and practicality.

Within our Trust, we believe a uniform allows all pupils, regardless of background, to feel equal to their peers and confident in their appearance. We also believe it is important for activities to be facilitated by specialised and appropriate clothing such as sports-specific attire.

3. Legal duties under the Equality Act 2010

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, schools in our Trust 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 uniform costs the same for all pupils (though there may be an increase in price if pupils require larger sizes)
- ⌚ 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
- ⌚ 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 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. Cost of school uniform

All schools within our Trust have a duty to make sure that the uniform required is affordable, in line with statutory guidance from the Department for Education on the cost of school uniform. We are aware of the current economic challenges many parents/carers are facing and will do all we can to support with limiting the cost of attending school and wearing uniform.

We understand that some items (such as branded items, or items that have to have a school logo or a unique fabric/colour/design) may not be available to purchase from a wide range of shops and we will limit the requirements where we can.

We will make sure that our uniform requirements are reasonable to enable parents/carers to have the ability to shop around and purchase a uniform that is reasonable in cost.

We will do this by:

- ◁ Carefully considering whether any items with distinctive characteristics are necessary
- ◁ Not insisting on pupils wearing a jumper or cardigan that contains the school logo
- ◁ Allow pupils to bring their own bag, of any style (but we reserve the right to ask children to use a smaller bag due to space) and wear black trainers or shoes
- ◁ Provide regular reminders and signpost to the availability to purchase second-hand uniform
- ◁ Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

5. Our school uniform

Day to day uniform

- Navy blue sweatshirt/cardigan/hoodie (plain or with a school logo)
- White or light blue polo shirt (plain or with a school logo)
- Grey skirt, dress, shorts or trousers
- Navy blue & white checked dress
- Plain grey, navy or white socks or tights (not patterned or brightly coloured tights or socks)
- Black school shoes or trainers

Physical Education

- ◁ White t-shirt or blue t-shirt (plain or with a school logo)
- ◁ Navy blue/ black shorts, leggings or jogging bottoms
- ◁ Trainers or pumps

Labelling

All pupils' clothing and footwear must be clearly labelled with their name.

Jewellery

Children are not permitted to wear nail varnish, makeup or nail extensions. Small inexpensive watches and small stud earrings are allowed, but no other jewellery.

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded.

Hair style

Long hair must be tied back.

Where to purchase our uniform

- Pupils may wear plain navy-blue cardigans, hoodies or jumpers. Embroidered cardigan or sweatshirts can be purchased from various suppliers.
- <http://www.theuniformshopwebsite.co.uk/>
- <https://www.uniformityschools.com/collections/parklands-school>
- <https://www.monkhouse.com/>

6. Expectations for our school community

Pupils

Pupils are expected to always wear the correct uniform (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)

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 asked 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 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.

Staff

Staff will 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 make the leadership team aware if the situation doesn't improve.

In cases where it is suspected that financial hardship has resulted in a pupil not being able to comply with this uniform policy, staff will take a mindful and considerate approach to resolving the situation and seek to support where they can.

Review of the policy

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

- ◁ Is appropriate for the context of the schools within the Trust
- ◁ Is implemented fairly and consistently across the Trust
- ◁ Takes into account the views of parents and pupils
- ◁ Offers a uniform that is appropriate, practical, reasonably priced and safe for all pupils

Schools will also ensure that any uniform suppliers give the highest priority to cost and value for money and will avoid single supplier contracts where possible and will re-tender contracts at least every 5 years.