

Ashwood Spencer Uniform Policy

Date of adoption: 01.09.2022

Date to be reviewed: 01.09.2026

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

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 inviting parents and pupils to explore concerns with the Principal, who can answer questions about the policy and respond to any requests

Limiting the cost of school uniform

The Education Act 2021 sets out to make school uniform costs affordable for families of all backgrounds and offer parents the best possible value for money.

We understand that items with distinctive characteristics (such as a school logo or a unique fabric/colour/design) may not always be purchased from a wide range of retailers and that requiring 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

To ensure compliance with our statutory duties the school will:

- Always consider carefully whether items with distinctive characteristics are necessary
- Limit the number of items with distinctive characteristics and, wherever possible, confine these to low-cost or long-lasting items
- Consider cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoid specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Keep the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- Avoid different uniform requirements for different year/class/house groups where these result in higher costs
- Avoid different uniform requirements for extra-curricular activities
- Consider alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Make sure that arrangements are in place for parents to buy second-hand uniform items
- Avoid frequent changes to uniform specifications and phase changes to minimise the financial impact on parents
- Consult with parents and pupils on any proposed significant changes to the uniform policy and carefully consider any complaints about the policy

Expectations for school uniform

Our school's uniform:

- Ashwood Spencer Academy do not require branded items to be worn by pupils.
- There are white polo shirts, royal blue jumpers and cardigans that are branded with the school's logo that are optional should parents wish to purchase them. Branded reading book bags will also be available should parents wish to purchase these.
- Pupils can choose to wear a royal blue sweatshirt or cardigan, a white shirt or polo shirt and black or grey trousers or skirt.
- There is an expectation that pupils have a PE kit which includes a white polo shirt or white T-shirt, black or royal blue shorts or tracksuit bottoms and black plimsolls or trainers. Where a pupil takes part in swimming, it is expected that pupils wear an appropriate swimming costume (no bikinis); swim shorts or trunks. Pupils can wear alternative swimwear. Parents need to supply a towel and an appropriate bag to carry swimwear in.
- Make-up should not be worn by pupils.
- It is advised that pupils do not wear jewellery that is none essential for health and safety reasons. Where ear rings are worn these should only be a small stud. Pupils are able to wear religious or cultural symbols.
- Ashwood Spencer Academy is sensitive to the needs of different cultures, races and religions and we act reasonably in accommodating these needs. Where the pupil is required to wear a headscarf or covering, the school request that black items are worn.
- Black shoes should be worn for school. Branded reading book bags are available should parents wish to purchase these. Large rucksacks should be avoided due to storage space. Children should wear an appropriate coat for the season. All items of clothing must be labelled with the pupil's name in case a pupil misplaces an item.
- During summer, the school recommends that parents supply children with an appropriate sun hat or cap for outdoor wear.

Make-up and Nail Varnish

- The wearing of make-up, tinted lip balm and nail varnish is not allowed. False/Acrylic type nails are not permitted.

Where to purchase it:

- Parents wishing to purchase branded items can do so from Uniform Direct. The following link enables parents to place orders. <http://ashwoodspencer.com/forms/>
- Parents are able to purchase royal blue sweatshirts/cardigans, white shirts/polo shirts and black or grey trousers or skirts from high-street retailers.
- Second hand uniforms can be purchased on the school website following the link, <http://ashwoodspencer.com/forms/>

Expectations for our school community

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)

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 expected to contact the 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.

The school will work closely with parents to arrive at a mutually acceptable outcome. Wherever possible disputes about the appropriateness or cost of the uniform should be resolved informally through a dialogue between the family and school. Where agreement cannot be reached grievances will be dealt with in accordance with our school's complaints policy

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 Principal if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with in accordance with our behaviour policy.

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.

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 local 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.

Monitoring arrangements

This policy will be reviewed every 4 years by the Principal. At every review, it will be approved by the local governing board and published on the school's website.

Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy