

## Ash Lea Uniform Policy

### Intent

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. However, as the school's pupils range from 3-18, there is a small but unavoidable difference in the cost between the very smallest and largest sizes.
- 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

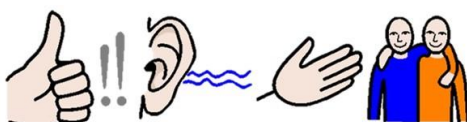
### Limiting the cost of school uniform

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 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 any items with distinctive characteristics where possible
- Considering cheaper alternatives to school-branded items
- 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 leveler
- Avoiding different uniform requirements for different year/class groups where possible. The school's Post 16 pupils have the option to buy different polo shirts and hoodies
- Avoiding different uniform requirements for extra-curricular activities, however we offer well-priced non-branded options for useful clothing items such as waterproof clothing, aprons and PE t-shirts
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels. The school has a small number of t-shirts that can be used for such purposes
- 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

### **Expectations for school uniform**

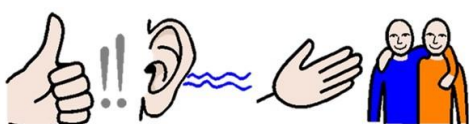
Our school's uniform is expected to be worn by the majority of pupils in school. It is not compulsory but is recommended. For many pupils it support them as the uniform is a communicative signifier that it's time for school and understand this routine

We appreciate that some uniform may cause sensory issues to some of our pupils and we offer flexibility in these cases.

All uniform should be marked with the child's name.

### **Uniform:**

- White/purple polo-shirt with school logo or without logo (T-shirts in these colours)



can also be worn)

- Grey/black trousers, skirt or leggings
- Purple sweatshirt / hoodie / cardigan with school logo – Primary and Secondary aged pupils
- Grey polo shirt (Post 16 only)
- Grey zip-front hoodie / hoodie (Post 16 only)
- Purple and white checked summer dress

### **Footwear**

Shoes should have non-slip soles, low heels and fully enclose the feet in order to reduce the risk of accidents. Pupils must not wear open-toed shoes. Jewellery should not be worn in school, including piercings, except stud type earrings. It is likely that any worn could be damaged or lost. Pupils must be able to remove earrings themselves when taking part in PE and swimming or ensure they are removed and left at home that day.

### **PE Kit** (please provide in a named bag):

Changing for PE and other sporting activities is desirable, particularly for older pupils. It is also a clear communicative signifier for that activity to support pupil understanding. For some pupils, changing clothing may cause anxiety or distress, or be physically too difficult for them to manage. Because of this, we take a flexible approach to the requirement for pupils to change into a PE kit.

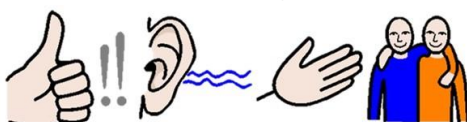
- White or purple round neck t-shirt (a well-priced sports t-shirt can be bought through the school's uniform supplier)
- Black shorts, tracksuit/jogging bottoms or leggings
- Trainers/plimsolls
- PE bag

### **Swimming kit** (please provide in a named bag):

- Trunks / one piece costume
- Contenance support (e.g. swim pads)
- Towel

### **Outdoor learning:**

- Sturdy footwear (e.g. wellies, boots, trainers)
- Waterproof coat and trousers (these can be bought at a reasonable cost through our uniform suppliers)
- Warm clothing



- Hat and gloves as required
- Sun hat or similar for the late spring summer months where this could be worn

### **Coats and bags:**

Can be of any design and colour so long as they are suitable for school

### **Where to purchase it**

You can purchase uniform (polo shirt, sweatshirt, fleece) with the school logo on from 'Kit Out in Radcliffe-on-Trent or online at [www.kitoutclothing.co.uk](http://www.kitoutclothing.co.uk)

Alternatively uniform without a logo can be purchased in most supermarkets or other shops

## **Roles and Responsibilities**

### **Pupils**

Pupils are encouraged 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

Pupils are also expected to contact the headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

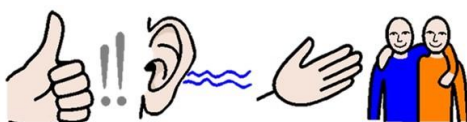
### **Parents**

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 [reception@ashlea.notts.sch.uk](mailto:reception@ashlea.notts.sch.uk) 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 support pupils to wear the correct uniform and other kit. Staff will contact parents as required if appropriate uniform or other equipment is not provided.

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.

### **Governing Body**

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
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The governing body will make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

<b>Reviewed by:</b>	Kate Davies (Headteacher)
<b>Date:</b>	23 <sup>rd</sup> January 2025
<b>Next Review</b>	23 <sup>rd</sup> January 2027
<b>Governor</b>	To be approved at next FGM

