

	Title	School Uniform Policy
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Equality Impact Assessment

The school aims to design and implement services, policies and procedures that meet the diverse needs of our provision, population and workforce, ensuring that none are placed at an unreasonable or unfair disadvantage over others. We are confident that this policy does not place anyone at an unreasonable or unfair disadvantage, and is compliant with relevant equalities legislation.

Where the school or staff are referred to, the policy and the following procedures apply to all staff working for Corbets Tey School on all sites.

Version Control

Version	Date	Author	Description of Change
1	June 2022	Enterprise and Technology Lead	Original Document

1. Aims

This policy aims to:

- Clarify our expectations for school uniform for the main site for students up to Year 11
- Clarify our expectations for dress and appearance for students in Years 12 to 14
- 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

Our School Uniform Policy:

- Promotes a sense of pride in the school
- Engenders a sense of community and belonging towards the school
- Is practical and smart
- Identifies the students of the school
- Prevents students from coming to school in fashion clothes that could be distracting in class
- Makes students feel equal to their peers in terms of appearance
- Is suitable wear for students needs
- Is designed with health and safety in mind.

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 students
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons
- Allow students to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents and carers to get in touch with Class Teachers or Family Practitioners 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 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 these items limits parents and carers' 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 and carers.

We will do this by:

- Offering the option of purchasing items with or without the school logo to widen choice and price range
- Limiting the number of items available with the school logo
- Allowing cheaper alternatives to school-branded items
- Avoiding specific requirements for items students must wear on non-school days
- Keeping the number of optional branded items to a minimum
- Avoiding different uniform requirements for different ages
- 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 and carers of any changes
- Consulting with parents and carers on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for School Uniform

4.1 Our school's uniform

Lower School (Reception – Year 4)	Middle School (Year 5 – Year 8)
<ul style="list-style-type: none"> • Navy or grey jogging bottoms • Plain white or navy blue polo shirt (logo version available from supplier) • Plain navy sweatshirt (logo version available from supplier) • Grey or navy shorts with elasticated waist 	<ul style="list-style-type: none"> • Navy or grey skirt or pinafore dress • Navy or grey trousers • Plain white or navy blue polo shirt (logo version available from supplier) • Plain navy sweatshirt (logo version available from supplier) • Blue check dress permitted in Summer • Grey or navy shorts permitted in summer
Upper School (Year 9 – Year 11)	PE Kit (All ages)
<ul style="list-style-type: none"> • Navy or grey skirt • Grey or navy trousers • White blouse or shirt (long or short sleeves) • School tie • Navy blazer • Shorts permitted in the summer 	<ul style="list-style-type: none"> • Navy or black shorts (logo version available from supplier) • White round neck t-shirt (logo version available from supplier) • Plimsoles or trainers

Shorts can be worn under skirts and dresses to protect the dignity of students.

Where to Purchase School Uniform

Uniform, P.E. clothing, school bags and other items can be purchased directly from Premier School Wear, who are our current suppliers of uniform stock. The school cannot supply uniform direct to parents and carers.

Premier School Wear contact details are 688-690 Becontree Avenue, Dagenham, Essex. RM8 3HD. Parents and carers can visit the shop to select and buy items and can order directly from the shop website at www.premierschoolwear.com or by telephoning 020 8592 0141.

All items of non-branded school uniform can be purchased from high street stores.

Second-hand uniform can be donated to others via the Family Practitioner Team. Please pass on uniform that your young person has grown out of or no longer needs. This can then be re-distributed to other parents and carers.

Avelon Students (from Year 12)

Avelon students are not required to wear school uniform. However their dress and appearance should be suitable for a college environment. Each student's clothing and footwear should be appropriate to ensure their own physical and environmental needs, modesty and safety.

5. Expectations for our School Community

5.2 Parents and Carers

As part of our philosophy of encouraging all students to take pride in themselves and their appearance, we ask parents and carers to support their young person by ensuring they are dressed appropriately for school and in school uniform up to Year 11.

Where students find the standard uniform challenging we are happy for parents and carers to use their judgement in ensuring they are dressed appropriately and within school uniform colour guidelines up to year 11.

We request that every item of clothing is:

- Clean
- Clearly labelled with the student's name
- In good condition

We encourage secondary students to wear shirts, ties and blazers but permit them to continue wearing white or blue polo shirts and sweatshirts if more appropriate to some students comfort.

Parents or carers should speak to their class teacher or one of the family practitioners if they have a request or question concerning school uniform in relation to

- Their young person's sensory needs
- The cost of the uniform
- Other reason to modify the uniform policy

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

5.1 Students

Students up to Year 11 are encouraged to wear the school 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)

On health and safety grounds we do not allow students to wear jewellery in our school other than stud earrings and a traditional watch (not smart watch). Medical identification bracelets may be worn by students who have significant medical problems, eg. Diabetes or epilepsy.

5.3 Staff

Staff will closely monitor students' dress and uniform and should work with parents and carers where there are difficulties.

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 liaise with the Headteacher to review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly and sensitively across the school
- Is of reasonable cost to parents and carers
- Takes into account the views of parents, carers and students
- Offers a uniform that is appropriate, practical and safe for all students

It is the governing board's responsibility to ensure that the school uniform meets all regulations concerning equal opportunities.

The board will also make sure that the school's branded uniform supplier gives the highest priority to cost and value for money. Prices will be reviewed every 5 years.

Parents and carers can choose to purchase uniform from the nominated uniform supplier (with school logo) or from any high street school uniform stockist (without school logo). This gives parents and carers flexibility with regard to cost of the uniform that they choose to purchase.

6. Monitoring arrangements

This policy will be reviewed by the full governing board annually.

7. Links to other policies

This policy is linked to our:

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