



MARY ELLIOT ACADEMY

Academy Uniform Policy

Version: **1**

Ratified by the Local Governing Body

Signed by the LGB:

March 2024

To be reviewed every 2 years:

March 2026

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1. Aims

1.1. 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. Our academy's legal duties under the Equality Act 2010

2.1. The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

2.2. To avoid discrimination, our academy will:

- Avoid listing uniform items based on sex, to give all students 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/carers to get in touch with a member of SLT who can answer questions about the policy and respond to any requests

3. Limiting the cost of academy uniform

3.1. Our academy has a relaxed approach to uniform, and the wearing of uniform is optional as we understand the differing needs of our students.

3.2. Our academy 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.

3.3. We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers

3.4. We will do this by:

- 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/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents, carers and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for academy uniform

4.1. Our academy's uniform

- **Academy uniform** - is optional at Mary Elliot Academy. The uniform consists of:
 - A Navy Blue Sweatshirt (Academy logo or no academy logo)
 - White Polo T-Shirt (Academy logo or no academy logo)
 - Black or Grey trousers/skirt
 - Blue Summer Dress
 - For learners who do not wear academy uniform, clothing should be practical and logos/ slogans should be appropriate (e.g., non-discriminatory, should not promote violence etc.)
- **Swimming Kit** - Parents and carers are expected to provide their child with a swimming kit (costume for girls/ trunks for boys) and any intimate care products required to access swimming lessons
- **PE Kit** - the expectation is that parents and carers send their child in loose clothing and trainers on the days that they have PE.
- **Outdoor Learning** - Parents and carers should provide suitable clothing according to the seasonal weather conditions (e.g. hat/ scarf and gloves for winter; sun hat/ shorts/ T-shirts for summer)
- **Bags, Shoes and Coats** - Parents and carers are to provide their child with comfortable shoes, a bag or backpack and a coat- bags and coats should have their child's name written in side of them.
- **Jewellery & Hairstyles** - we take into account the requirement to avoid discrimination in line with the Equality Act 2010. Jewellery should be discreet and safe. Large or dangling earrings are not permitted but a

single pair of studs is allowed. A single ring and bracelet can be worn. Hair should be well groomed.

4.2. Where to purchase it:

- Parents and carers can obtain the uniform from Clive Marks: School Uniforms & Accessories | Clive Mark or visit their store at Units 40-44 Saddlers Centre, 1 Park Street, Walsall, WS1 1YS. You can also call them on 01922 622 556.
- Unbranded items are also available from all major supermarkets and this is recommended to keep costs low.

5. **Expectations for our Academy community**

5.1. Parents and carers

Parents and carers are expected to make sure their child's clothing is:

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

Parents and 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 and carers are expected to lodge any complaints or objections relating to the academy uniform in a timely and reasonable manner.

Disputes about the cost of the academy uniform will be:

- Resolved locally
- Dealt with in accordance with our academy's complaints policy

The academy will work closely with parents and carers to arrive at a mutually acceptable outcome.

5.2. Staff

- Staff will closely monitor students to make sure they are in suitable clothing for learning. They will give any students and families breaching the uniform policy the opportunity to comply, but will follow up with the head teacher if the situation doesn't improve.
- In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

5.3. Governors

The local governing board will review this policy and make sure that it:

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

The board will also make sure that the academy'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.

6. Monitoring arrangements

6.1. This policy will be reviewed every two years by SLT. At every review, it will be approved by the local governing board.

7. Links to other policies

7.1. This policy is linked to our:

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

8. Changes

Description	Date	Page	Section
Not Applicable			