

School Uniform Policy

Policy Monitoring, Evaluation and Review

This policy is effective for all Schools within The Mead Educational Trust, the Teaching School, the SCITT and all other activities under the control of the Trust and reporting to the Trust Board.

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Revision History:

Version	Date	Author	Summary of Changes:
1.0	Feb 2023	ET	New policy
2.0	Nov 2024	TH	Inclusion of the Equality and Human Rights Commission's guidance on preventing hair discrimination in schools.

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Contents

1. Aims	3
2. Our School's legal duties under the Equality Act 2010	3
3. Limiting the cost of School uniform.....	3
4. Expectations for School uniform	4
4.1 Our School's uniform	4
4.2 Where to purchase it	4
5. Expectations for our School community	6
5.1 Pupils	6
5.2 Parents and carers	6
5.3 The School.....	7
6. Monitoring arrangements.....	7
7. Links to other policies.....	7

1. 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.

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 expectations, and thus costs, are the same for all pupils within the school
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back) and coloured hair (as deemed appropriate by the School)
- Allow an inclusive environment by adopting The Equality and Human Rights Commission's guidance on [preventing hair discrimination in schools](#).
- Allow pupils to request changes to swimwear for religious reasons. Schools will consider each request individually and make reasonable adjustments where possible. It will remain the School's decision to allow any change
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for potential adaptations to our policy on the grounds of equality and protected characteristics by asking pupils or their parents to contact Matt Ward, Assistant Principal, who can answer questions about the policy and respond to any requests

3. Limiting the cost of School uniform

Kibworth Mead 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.

We understand that items with distinctive characteristics (such as branded items, or items that must have a School logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and may limit parents' ability to 'shop around' for a low price.

With this in mind, we will make sure that our uniform:

- Is available at a reasonable cost
- Limits the number of branded items required

- Provides the best value for money for parents/carers

We will do this by: Limiting any items with distinctive characteristics where possible:.

- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties and blazers
- 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 including PE kit
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Ensuring that uniform supplier arrangements give the highest priority to cost and value for money (including the quality and durability of the garment).
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Consulting with parents and pupils 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

Blazers:

- Official school blazer with school logo embroidered
- Blazers must be available to be presented to staff when requested. In lessons students may remove their blazer if permitted by the class teacher. During the summer, students may carry their blazer when walking around the school, or store them in bags.

Shirts:

- All shirts must be white and professional looking. Students are to wear shirts which are long enough to tuck into their waistband. Not Acceptable: Coloured t-shirts which can be seen under the shirt

Trousers:

- Trousers should be black in colour, look professional and are acceptable when there is a crease down the front of the leg and the material consists of a polyester blend. Not Acceptable: Skinny style of trousers, chinos, trousers of any denim material, and trousers which are 'stuck to' the leg.

Skirts:

- Black, stitched down pleated and no shorter than 1 inch above the knee when standing.
- The students can buy a skirt from our uniform provider or can choose from a variety of approved black skirts from certain retailers.
- If parents choose to purchase skirts not from this approved list, the school may not authorise the wearing of the skirt.

Not Acceptable: The rolling up of skirts to make them shorter. Lycra skirts or figure-hugging skirts. Skater Skirts or skirts without stitched down pleats. Shorts: Students also have the option of wearing tailored shorts. These should be grey or black.

Ties:

- Official school tie to be purchased from the school's uniform supplier.

Tights and Socks:

- Plain black tights only are to be worn. Socks or tights may be worn with skirts. Students are to wear plain black, white, or grey socks only.
- Not Acceptable: Footless tights, leggings/Jeggings or coloured socks.

Jewellery:

The following items are allowed to be worn by all years:

- 3 pairs stud or small hoop earrings (3 in each ear)
- Two signet rings
- Small discreet nose studs are allowed however other facial/body piercings are not allowed. If a student comes to school with an authorised visible facial/body piercing, they will be asked to remove the piercing or the student will be asked to replace it with a clear accessory, or a plaster must be worn over the piercing.
- Not Acceptable: Ear stretchers. All jewellery must be removed for PE lessons.

Shoes:

- Black school footwear must be worn and laces must be black
- Not Acceptable: Shoes with coloured logos or edging (i.e. Vans), high-top trainers, sandals, boots, open-toed shoes, plimsolls or other canvas shoes, trainers.

Coats, Jackets and Hoodies:

- Coats and jackets may be worn to and from school.
- All items must be removed by registration.
- Coats and jackets may not be worn during lessons; however, coats and jackets may be worn during Break and Lunch when weather appropriate. Hoodies are not an acceptable item in school. Not Acceptable: Hoodies

Jumpers:

- Grey jumper with red piping available from uniform supplier (optional)
- Black school sweatshirt from uniform supplier (optional) or plain black sweatshirt with no logo. Not Acceptable: Cardigans or any other jumpers/sweatshirts other than above.

PE Kit:

- Long sleeve and/or short sleeve PE top with logo
- Black sweatshirt with logo or PE hoody with logo
- Black tracksuit bottoms with school logo
- Black shorts
- Black sports socks

Additional information

- Head scarves and turbans can be worn for religious reasons
- Hair accessories must only be plain, in black or navy blue

- For health and safety reasons, nails must not be excessively long or sharp. The academy reserves the right to request that students shorten their nails if longer than 3mm. Nail polish allowed but only in nude/natural colour
- No excessive makeup is permitted. Only lightly applied natural-looking makeup is allowed.
- Hair colour should be within the natural range of colours. Students must not have extreme hairstyles or colours which would be deemed unacceptable in a professional business environment.

4.2 Where to purchase it

- Our uniform can be purchased from Schoolwear solutions in Oadby
<https://www.schoolwearsolutions.com>
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5. Expectations for our School community

5.1 Students

Our students wear the Kibworth Mead Academy uniform with pride. The uniform is an important part of Kibworth Mead Academy's identity and standing within our community. We ask that students wear their uniform correctly at all times including:

- On the School premises
- Travelling to and from School
- At out-of-School events or on trips that are organised by Kibworth Mead Academy, or where they are representing Kibworth Mead Academy.

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

5.2 Parents and carers

We ask that Parents and carers work in partnership with Kibworth Mead Academy by ensuring that 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 Mr Ward, Assistant 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

The School is committed to working with parents to resolve any concerns regarding School uniform. Parents are expected to lodge any complaints or objections relating to the School uniform in a timely and reasonable manner and the School will work closely with parents to arrive at a mutually acceptable outcome. Any disputes about the cost of uniform will be:

- Resolved locally

- Dealt with in accordance with our Trust's complaints policy

5.3 The School

Kibworth Mead Academy will ensure that the expectations for students and for parents and carers are clearly communicated; Kibworth Mead Academy's uniform policy will be published on Kibworth Mead Academy's website, and be made available for all parents, including parents of prospective students.

To support parents and families Kibworth Mead Academy will:

- assess the overall cost implications of the uniform policy for parents and carers
- ensure that uniform supplier arrangements give the highest priority to cost and value for money (including the quality and durability of the garment).
- put in place arrangements for parents and carers to acquire second-hand uniform items

Kibworth Mead Academy will work proactively with parents and students to ensure that uniform expectations are met. Where a student is not wearing the expected uniform, Kibworth Mead Academy will put in place support to rectify this, for example through the loaning of uniform. Where accessing uniform is not a barrier and where appropriate, Kibworth Mead Academy will apply the use of sanctions as outlined in the school behaviour policy.

6. Monitoring arrangements

This policy will be reviewed every 2 years by our Schools Director. At every review, it will be approved by the Executive Team.

7. Links to other policies

This policy is linked to our:

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