

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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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	5
5.1 Pupils	5
5.2 Parents and carers	5
5.3 The School.....	5
5.4 Governors.....	6
6. Monitoring arrangements.....	6
7. Links to other policies.....	6

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)
- 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. 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 for Behaviour, mward@kibworth-tmet.uk, 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
- *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 different uniform requirements for different year/class/house group and for extra-curricular activities*
- *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

- Official school blazer with school logo embroidered
- Official KMA tie
- Generic white shirt
- Black creased trousers OR black skirt OR black/grey tailored shorts
- Black school shoes. Laces (if worn) must be black.

PE kit

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

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

4.2 Where to purchase it

- Blazer, tie and PE kit can be brought from Schoolwear Solutions.

- All other items, e.g. shirts and trousers/skirts/shorts can be bought from 'high-street' retailers
- Within the Kibworth community there is a thriving second hand uniform exchange through The Well.
- Kibworth Mead Academy works in conjunction with the Well to host a preloved uniform sale at least annually.

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 our School'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 the School, or where they are representing Kibworth Mead Academy (if required)

Pupils are also expected to contact Matt Ward, Assistant Principal for Behaviour, mward@kibworth-tmet.uk 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 the School 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 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 School's complaints policy

5.3 The School

The School will ensure that the expectations for students/ pupils/ scholars/ pupil and for parents and carers are clearly communicated; the School uniform policy will be published on the School's

website, and be made available for all parents, including parents of prospective pupils/students/scholars.

To support parents and families the School 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

The School will work proactively with parents and students to ensure that uniform expectations are met. Where a student is not wearing the expected uniform, the School 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, the School will apply the use of sanctions as outlined in the school behaviour policy.

5.4 Academy Council

The Academy Council 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 Council will also make sure that the School's uniform supplier arrangements give the highest priority to cost and value for money and be able to demonstrate that they have obtained the best value for money from suppliers by re-tendering contracts on a five-year basis.

6. Monitoring arrangements

This policy will be reviewed biannually by Mr Matt Ward. At every review, it will be approved by the Academy council.

7. Links to other policies

This policy is linked to our:

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