Charter Academy

Uniform

Local Level Policy

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Date of Approval by Governors	
Committee approved by	Charter Local Governing Body
Author	Louise Stewart –Headteacher

Date	Notes

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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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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
- 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Miss Laura Simmonds, Headteacher's PA, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/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/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- 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 years/phases
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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

Item	Optional or required	Branding	How to acquire
Regular School Uniform – All Year Round			
Green jumper or cardigan	Required		Available from school supplier and second-hand sales
Green **OR** white collared polo shirt or shirt	Required	No branding	Available from high street suppliers or second-hand sales
Grey **OR** black skirt, culottes, trousers, shorts or pinafore dress	Required	No branding	Available from high street suppliers or second-hand sales
Green, grey or black tights	Required	No branding	Available from high street suppliers
Green, white, grey or black socks	Required	No branding	Available from high street suppliers
Plain black footwear (no heeled shoes or	Required	No branding	Available from high street suppliers.

boots. No bright logo trainers)			The Coventry Boot Fund can supply a voucher from their hardship fund.
Regular School Uniform – Summer			
Green gingham dress	Optional	No branding	Available from high street suppliers or second-hand sales
PE Kit			
Green logo T-shirt or plain white or green T shirt (no football kit or fashion items please)	Required		Available from school supplier, high street suppliers or second-hand sales
Black shorts, leggings or jogging bottoms	Required	No branding	Available from high street supplier
Green school logo fleece or green school cardigan or jumper (school top is fine)	Required		Available from school supplier, high street suppliers or second-hand sales
Trainers or pumps	Required	No branding	Available from high street suppliers
Swimming			
1-piece Swimming costume / swimming shorts or trunks above the knee	Required	No branding	Available from high street suppliers
Towel	Required	No branding	Available from high street suppliers
Named carrier bag for belongings	Required	No branding	Any item already owned

Jewellery:

- Only stud earrings should be worn for health and safety reasons. Children wearing hoops or dangling earrings will be asked to remove them.
- Earrings will need to be removed for swimming lessons.

Hairstyles:

- Long hair should not impede vision so therefore, should be tied back from the face.
- Hair must be tied back for PE and swimming lessons.

- A swimming cap can be worn for swimming if required.

4.2 Where to purchase it

Branded school uniform can be purchased from our school supplier:

Clive Mark Schoolwear Coventry
Tel: 02476 598080
88-90 Barker Butts Lane
Coundon, Coventry CV6 1DY

coundon.shop@clivemark.co.uk

This can be done either directly or through school, using our online platform of Arbor.

Our pastoral team hold a range of pre-loved school uniform items which are available for a very small donation.

Canley Community Centre also holds a uniform bank.

5. Expectations for our school community

5.1 Pupils

Pupils are expected 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, or where they are representing the school (if required)

Pupils are also expected to contact Mrs Stewart (Headteacher) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents and carers

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/carers are also expected to contact Louise Stewart (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/carers 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/carers to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by individual phase leaders (Senior Leadership Team).

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 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/carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The board will also make sure that the school'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

This policy will be reviewed bi-annually by Louise Stewart (Headteacher). At every review, it will be approved by the Local Governing Body.

7. Links to other policies

This policy is linked to our:

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