



Staffordshire University Academy Trust		St. Edward’s CE Academy, Cheddleton Uniform Policy				
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Policy Owner:	Mrs S Machin / Principal					
Audience:	LAC	☒	Trustees	☐	General Public	☒
	Staff	☒	Parents	☒	Pupils	☒

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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 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 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 the way that is appropriate for school yet makes them feel most comfortable

- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Home School Community Link Lead, who can answer questions about the policy and respond to any requests.

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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 many such items limits parents' 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: for example, by only asking that jumpers, cardigans and 'whole school life' bags need to feature the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Avoiding specific requirements for items pupils could also wear on non-school days, such as coats and footwear
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- Minimising different uniform requirements for different year/class/key stage groups
- Avoiding different uniform requirements for extra-curricular activities
- 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 of any changes
- 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

Whole school	• School wellies: to be kept in school, but may be worn to and from school in bad weather and taken home at weekends • School book bag (provided by PTFA for our new to nursery children) • Sun hat (weather dependant): to be kept in school, but may be worn to and from school weather and taken home at weekends • All day / once a day sun cream (applied before school) • Headscarves worn for religious reasons should be plain • Sensible black school shoes all year or flat, plain black boots in the winter months (no trainers or sandals) • Burgundy (available with logo but not compulsory) or grey fleece (non- branded) • <i>The heating is on, as appropriate, and the windows are open for ventilation as required. Children may wear a fleece in addition to (and not instead of) their school sweatshirt/cardigan if they are cold in school. Children will also be permitted to wear their PE sweatshirt on top of their uniform if needed.</i>
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PE Kit for ALL (to be kept in school)	• Branded 'Whole School Life' PE bag (<u>non-stringed</u>) • Round neck white t-shirt • Black shorts • Spare socks • Trainers • Black round neck sweatshirt (available with logo but not compulsory) • Black tracksuit bottoms (non-branded)
Early Years (in addition to the above)	• White <u>polo shirt</u> • Burgundy <u>V neck</u> sweatshirt / cardigan <u>with school logo</u> • Grey trousers / shorts / skirt / skorts / pinafore • <u>Grey</u> socks or tights (weather dependent) • Burgundy red and white sun dress / skort dress <u>with white socks</u> (April to the end of September only)
Key Stage 1 & 2	• White <u>shirt and School tie</u> • Burgundy <u>V neck</u> sweatshirt / cardigan <u>with school logo</u> • Grey trousers / shorts / skirt / skorts / pinafore • <u>Grey</u> socks or tights • Burgundy red and white sun dress / skort dress <u>with white socks</u> (April to the end of September only)
Swimming	• One-piece swimming costume or trunks • A swimming cap

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HAIRSTYLES

As a TRUST we allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable however, we encourage there to be no extremes of style or colour and no shaved lines or patterns. Children may be sent home to rectify unsuitable hairstyles.

- Hairstyles should be neat and tidy and promote our high standards of dress.
- Long hair should be fully tied back.
- Hair accessories should be discreet and natural or uniform coloured.

JEWELLERY

In order to keep children safe, other than items of jewellery worn for religious purposes, stud earrings are the only items of jewellery that children are permitted to wear. These must be plain and gold or silver in colour.

- In the interest of safety, children who are participating in physical activities must not wear earrings.
- We encourage children with pierced ears in to leave earrings at home on school days so that they can enjoy all physical/active learning experiences in school.
- Staff will not be responsible for the removal, insertion or storage of earrings.
- **With written consent**, children in KS1/KS2 may remove and store **their own** earrings.
- *The school will not be responsible for any injury or loss due to the removal or insertion of earrings.*

WATCHES

- Children may wear a sensible analogue watch to school (no character watches)
- Children may wear digital watches that count steps, as well as the time. Watches that take photographs or are GPS/cellular enabled are not permitted.

Please note: Although permitted, we would not recommend that children in the Early Years wear a watch of any kind.

EQUIPMENT

- *SEAC will provide protective/waterproof clothing for all children to use in school. This is worn over the top of school uniform/PE kit/coat as appropriate.*
- *SEAC will provide all children with a water bottle that is kept in school (washed and filled) so that children can access them during lesson time.*
- *Our Academy will provide all children with a SEAC book bag when they access our nursery provision.*

- Children do not require large school bags or additional equipment.
- All basic equipment e.g. pencils, rulers, handwriting pens, colouring pencils is provided by school.
- Lunchboxes should be named and then will be stored on the allocated areas and taken home every day.

OTHER ACCESSORIES

These items are not permitted at SEAC:

- Umbrellas
- Tattoos
- Nail varnish

*However, as part of personal development, and preparation for transition to their next phase of education, **Year 4 children are invited to bring a school bag of choice, a pencil case and their PE kits / resources to and from school after May half term.** This is suggested as a time for staff and parents/carers to teach and support the children in learning to remember and look after their own belongings. **ALL belongings and resources must be clearly labelled.***

4.2 Where will I get school uniform from?

- Bookbags and PE bags are available from the school office.
- Good as new stock and our swap shop is accessible via our PTA sales.
- St Edward's Church, Hollow Lane, Cheddleton has a selection of good as new uniform for parents to collect at any time (no charge).
- All other items of uniform will be available directly from SuperSports Limited, Hope Silk Mill, Macclesfield Road, Leek. *On renewal of our contract, we will engage in due diligence procurement to ensure best value for money costings and wider choice of supplier.*

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 Leadership Team of the Academy if they want to request an amendment to the uniform policy in relation to their protected characteristics or the cost of the uniform.

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 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/within the Academy
- Dealt with in accordance with our school's complaints policy

All Academies will work closely with parents 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 Leadership Team if the situation doesn't improve.

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 Local Academy Council

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 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. Links to other policies

This policy is linked to our:

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

