ILLUMINATE MINDS TRUST

UNIFORM POLICY

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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 all 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, sexual orientation, 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
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair 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
- 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 the Head of School via email at fairfordadmin@illuminateminds.org 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

At Fairford Academy, we are deeply committed to ensuring our school uniform is inclusive, affordable, and provides the best value for money for all parents and carers. In designing this policy, we have shaped our requirements based on several core considerations:

- **Socio-economic Status and Demographics:** We actively consider the financial realities and diverse demographics of our pupil community to ensure our uniform costs never act as a barrier to education or inclusion
- **Trust and Regional Alignment:** We have carefully reviewed the uniform expectations of neighbouring schools and others within our Trust to ensure our requirements are fair, consistent, and practical for families
- **Community Views:** We continuously welcome and integrate the views of our school community, ensuring our uniform policy genuinely reflects the needs, concerns, and preferences of our parents, carers, and pupils

- **Value for Money:** In strict adherence to statutory guidance from the Department for Education (DfE), we limit the number of compulsory branded items and ensure that all required clothing is available at a reasonable cost

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 uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

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

We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit, Fairford Academy does not require pupils to have branded uniform. We give each pupil a school book bag and PE bag on arrival
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible. A red jumper or cardigan is required at Fairford
- Limiting compulsory branded items to low-cost and/or long-lasting
- Considering cheaper alternatives to compulsory 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 such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- 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 uniform in line with the Trust's Complaints Policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for School Uniform

4.1 Our School's Uniform

- **School uniform:** White polo shirt, and red jumper or cardigan. Black/ grey trousers or skirt
- **PE kit:** White T-shirt, black shorts or jogging bottoms in winter
- Long hair should be tied up. Other than studs or small hoops, no other jewellery should be worn
- School shoes should be black, non-branded and not trainers
- If your child represents the school for an event or tournament, they will be loaned a school kit to wear, wash and return

4.2 Where to Purchase or Acquire Uniform

School uniform can be purchased in most shops, including supermarkets. During the academic year the school and PTA will offer second hand uniform to the school community.

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 the Head of School 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 and carers are also expected to contact the Head of School at fairfordadmin@illuminateminds.org 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 school uniform in a timely and reasonable manner in accordance with the Trust's Complaints Policy.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our Trust'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 Head of School if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Trust's Relationships and Behaviour Policy.

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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory guidance.

5.4 Senior Leaders and Governors

The Governing Board will have sight of this policy, Director of Education/Executive Head Teacher will make sure that it:

- Is appropriate for the 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

Senior Leaders will 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 every two years by the Head of School. At every review, it will be approved by the Director of Education/Executive Head Teacher.

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7. Links to other policies

This policy is linked to our:

- Relationships and Behaviour Policy
- Equality Monitoring Statement and Objectives
- Anti-bullying Policy
- Complaints Policy