



# FRAYS

*Academy Trust*

## Frays Academy Trust School Uniform Policy

**Date Ratified: February 2022**  
**Review Date: February 2025**



## Approval

<b>Signed by Chair of Directors</b>	
<b>Date of Approval/Adoption</b>	February 2022
<b>Date of Review</b>	<b>February 2025</b>

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This policy will be subject to ongoing review and may be amended prior to the scheduled date of the next review in order to reflect changes in legislation, statutory guidance, or best practice (where appropriate).

To enable continuous improvement, all readers are encouraged to notify the author of errors, omissions and any other form of feedback.

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## 1 Scope

This policy sets out the Frays Academy Trust's approach to requiring a uniform for our schools that is of reasonable cost and offers the best value for money for parents and carers. It explains how we will avoid discrimination in line with our legal duties under the Equality Act 2010 and clarifies our expectations for school uniform.

## 2 Our 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 schools will:

- Avoid listing uniform items based on sex;
- 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 Headteacher, who can answer questions about the policy and respond to any requests.

## 3 Limiting the cost of school uniform

Our schools have 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 uniforms are available at a reasonable cost and provide 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 or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, 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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for inter-school competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire nearly new/pre-loved 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 and carefully considering any complaints about the policy

#### **4 Expectations for school uniform**

Details of the school uniform for each of our schools is available in a separate appendix to this policy and can also be downloaded from the school website. This also includes information on where the uniform can be purchased.

#### **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 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 are also expected to contact the 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 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 complaints policy

The school 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 Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by working with parents. In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, our schools will take a mindful and considerate approach to resolving the situation.

## **6 Monitoring arrangements**

The Trust policy will be approved by the Board of Directors and will be reviewed every three years.

Each school's local governing body will be asked to review their uniform and make sure that it:

- Is appropriate for the 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

Each school will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money in line with the Finance Policy.

## **7 Links to other policies**

This policy is linked to our:

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