GREENWOOD ACADEMIES 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 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 within our academies.

2. Expectations for school uniform

We believe that school uniform makes a positive contribution to the culture within our academies and to the learning which takes place there.

In order to ensure that our academy leaders have the maximum flexibility to organise uniform requirements in line with the principles in this policy, we do not make any specific requirements about the uniform to be worn in our academies.

Each of our academies has a separate uniform statement which is available on request. Our academies will consider relevant DfE guidance, including Developing school uniform policy - GOV.UK, when developing their uniform approaches.

3. 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.

We will ensure that our approach to uniform confirm with these duties and obligations.

We will also remain mindful at all times of the need for reasonable adjustments to be made in response to a protected characteristic or to a pupil's special educational needs or disabilities.

4. Limiting the cost of school uniform

We 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 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 and limiting any items with distinctive characteristics where possible
- avoiding specific requirements for generic items, 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
- 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.

In addition, in order to comply with DfE expectations, our academies will limit the number of compulsory branded items of uniform and PE kit to 3 or fewer in primary academies and 4 or fewer, if one is a tie, in secondary and special academies.