



School Uniform Policy



Part of the
Wessex Learning Trust

Fairlands Middle School
School Uniform Policy

This policy will be reviewed by the Local Partnership Board every three years.



Signature:

Name: Rebecca Bennett

Position: Headteacher

Date: 12.11.2024



Signature:

Name: Richard Holmes

Position: Chair of Local Partnership Board

Date: 12.11.2024

1. Aims

1.1 This policy aims to:

- Set out our approach to uniform that is of reasonable cost and offers the best value for money for families
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for Academy uniform

2. Our Academy's legal duties under the Equality Act 2010

2.1 The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include age, sex, disability, race, religion or belief

2.2 To avoid discrimination, our Academy 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 (though we reserve the right to ask for this to be tied back)
- Allow pupils to request changes to swimwear should they need to for religious reasons
- Allow pupils to wear religious garments that are safe to wear in school
- 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. These will be considered on a case-by-case basis

3. Limiting the cost of Academy uniform

3.1 Our Academy has a duty to make sure that the uniform we require is affordable and in line with statutory guidance from the Department for Education (DfE)

<https://www.gov.uk/government/publications/school-uniform/school-uniforms>

3.2 We understand that items with distinctive characteristics (such as branded items, or items that need to have an Academy 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.

3.3 We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for families

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary

- We have tried to limit items with distinctive characteristics where possible, for example, by only asking that the jumper features the school logo
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- 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 such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum
- Making sure that arrangements are in place for families to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications
- Consulting with families on any proposed significant changes to the uniform policy and carefully considering any complaints

4. Expectations for Academy uniform

4.1 Our uniform

School Uniform:

- Grey skirt to the knee, trousers, culottes or shorts (no combat style shorts or trousers)
- White shirt with clip-on school house tie
- Plain navy sweatshirt or sweatshirt/cardigan with logo
- Plain dark/white socks or plain grey or black tights
- Black shoes with flat heels (no boots), must be polishable material
- One set of stud earrings only and no facial piercings or false nails or nail varnish. Discrete makeup only
- Hair should be of a natural colour, no branding or logos in the hair
- The only logo that should be visible on any item of clothing is the school logo

PE Clothing:

- Navy blue/sky blue reversible rugby shirt
- Plain white polo shirt
- Navy blue football socks for winter
- White ankle sports socks for the summer term
- Navy shorts or navy skirt
- Football boots and trainers
- Shin pads

We recommend that all pupils wear a mouth guard for hockey and rugby. Optional Items - PE – tracksuit bottoms and base layer (Note: these do not replace normal kit.)

4.2 Where to purchase

Uniform items can be purchased from **Deane & Sons, Bath Street, Cheddar**, as well as some items from local stockists. Supermarkets also sell plain items reasonably.

Second hand uniform and PE kit items are available in school depending on supply. Please email office@fairlandsmiddleschool.co.uk if you are interested in obtaining items.

5. Expectations for our Academy community

5.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-uniform days) while:

- On the Academy premises
- Travelling to and from the Academy
- At out-of-school events or on trips that are organised by the Academy, or where they are representing the Academy (if required). We will inform you if you do not need to wear Academy uniform when on an external trip or visit

If a pupil has any concerns about the uniform, they should talk to their tutor in the first instance.

5.2 Families

Families are expected to make sure their child has the correct uniform and PE kit, and that every item is clearly labelled with the child's name.

Families are also expected to contact the school if they have concerns about the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

Disputes about the cost of the Academy uniform will be

- Resolved locally
- Dealt with in accordance with our Trust complaints policy

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families 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 in line with our 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. This can include providing spare uniform as necessary, or signposting to appropriate financial support.

5.4 Local Partnership Board

The Local Partnership Board will review this policy to make sure that it:

- Is appropriate for our Academy's context
- Is implemented fairly across the Academy
- 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 Academy'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.