

# SCHOOL UNIFORM POLICY

Learning Academies Trust

Version: V4  
Approved by: LAT Trust Board  
Last review date: 20 December 2024

Ratified date: 01 April 2025  
Next review date: 20 January 2027



ACADEMIES  
**LEARNING**  
TRUST

## CONTENTS

1. AIMS .....	3
2. OUR LEGAL DUTIES UNDER THE EQUALITY ACT 2010.....	3
3. LIMITING THE COST OF SCHOOL UNIFORM .....	3
4. EXPECTATIONS FOR SCHOOL UNIFORM – See individual school policy for specific details. ....	4
5. EXPECTATIONS FOR OUR SCHOOL COMMUNITY.....	5
6. MONITORING ARRANGEMENTS.....	6

## 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 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, 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 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 require 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.
- 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 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 leveler.

- Avoiding different uniform requirements for different year/class/house groups.
- Avoiding different uniform requirements for extra-curricular activities.
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels.
- Making sure that appropriate 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. LAT schools will not change uniform requirements more frequently than every five years.
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.
- Requiring school leaders to seek Trust Board approval for significant changes to individual school uniform arrangements in line with the LAT Scheme of Delegation.

## 4. EXPECTATIONS FOR SCHOOL UNIFORM

### 4.1 Elburton Primary School's uniform

All children attending Elburton Primary School need to be provided with the following items of school uniform (with each individual item being clearly labelled with the child's name please):

- Royal blue cardigan / sweatshirt
- White blouse, shirt, white / royal blue polo shirt
- Grey pinafore dress / knee length skirt with pleats (no straight/pencil skirts) / trousers / tailored shorts or culottes
- Blue and white Summer dress (checks or stripes) or culottes
- Grey, black or white ankle or knee length socks (no trainer or branded socks)
- Grey or black tights
- Suitable black flat sensible school shoes (no black trainers or slip on shoes)
- Royal blue book bag (Foundation, Year 1 and Year 2)
- Rucksack (Year 2 upwards)

For health and safety reasons earrings should be small studs. Nose rings or other piercings are not deemed suitable. It is not desirable for children to wear other jewellery to school. Any jewellery and watches are the responsibility of the child and not the school.

### **General PE Kit**

*We have listened to feedback from parents and staff regarding PE kit and the time lost to learning, due to the time it takes to change, alongside difficulties finding spaces for older children to change separately and the creation of lost property. As a result of this feedback, **we ask that the children come to school in their PE kit on their PE days.***

- *White PE t-shirt*
- *Navy blue shorts*
- *Navy blue tracksuit in winter*
- *Elburton hooded top **optional** (available from Trutex)*
- *Sports trainers that provide full support. Laces only if your child can tie them up.*
- *Navy, grey or black socks*
- *Longer hair tied up at home for PE days*

## **Swimming Kit**

Children who have long hair must tie it back or wear a swimming hat. One-piece costumes and swimming shorts or trunks only. Please could we ask for no boarding shorts to be worn as they constitute a potential health and safety hazard and are not recommended as appropriate swimwear. Earrings must always be removed before swimming.

### **4.1 Where to purchase it**

- As many school uniform items do not require a logo, it can be purchased from any suitable clothes retailer of your choice.
- Any school uniform items with our logo are available to purchase online from:
  - <https://plymouthonlinestore.trutex.com/store/>
  - Pre-loved school uniform is available from the school's main reception and at the Friends of Elburton Primary School events that are frequently planned

## **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 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:

- Clearly labelled with the child's name.
- In appropriate condition.
- Clean

Parents are 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 Trust Complaints policy.

The school will work closely with parents to arrive at a mutually acceptable outcome.

### **5.3 Staff**

Staff will monitor pupils to make sure they are in appropriate 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.

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 Governors**

The Trust board will review this policy and make sure that it:

- Is appropriate for our schools' context.
- Is implemented fairly across the Trust.
- Takes into account the views of parents and pupils and the school community.
- Offers a uniform that is appropriate, practical and safe for all pupils.
- Consider requests from individual schools wishing to make any significant change to uniform requirements.

The Trust 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 where appropriate, by re-tendering contracts at least every 5 years.

## **6. MONITORING ARRANGEMENTS**

This policy will be reviewed every three years. At every review, it will be approved by the Trust Board.