



## School Uniform Policy

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An academy within:



“Learning together, to be the best we can be”

# 1. Aims

1.1. This Policy aims to:

- Set out our approach to ensuring any uniforms are of reasonable cost and offer value for money for parents and carers and staff.
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010.
- Clarify our expectations for school uniform.

# 2. 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, pregnancy and maternity, and gender reassignment.

2.2. To avoid discrimination, our school will:

- Make sure that any uniform costs are the same for all pupils and staff.
- 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 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 related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their clothing 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 Executive Headteacher, 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

3.1. Our school has a duty to make sure that any uniform we require is affordable, in line with statutory guidance from the government on the cost of school uniform.

3.2. We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' ability to 'shop around' for a low price.

3.3. We will make sure any uniform:

- Is available at a reasonable cost
- Provides value for money for parents/carers/staff
- Uniform is to have no more than 3 branded items

3.4. We will do this by:

- Carefully consideration whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items
- Considering alternatives to school-branded items
- 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 any uniform can act as a social leveler
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- 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 the policy.

## 4. Expectations for School Uniform

### Parents and Carers

4.1. Uniform at Endeavour Academy is required for all students up to the end of year 11. We recognise the adaptations may need to be made for some of our students the need to have to feel comfortable but also the need for routine, of which uniform is part of, for many others. With this flexible approach we advise the following uniform for those who choose to wear it on main site:

#### Lower School/Upper School

White or Black polo shirt (logo optional)

Black jumper (logo optional)

Black trousers/jogging bottoms

Black shoes or black trainers

### Post 16

Students can wear their own clothes but need to consider whether they are appropriate to the daily activities in which they will be participating in.

### PE

White or Black polo shirt (logo optional)

Black tracksuit/jogging bottoms

Black shoes/plimsoles/trainers

### Where to purchase our uniform

- 4.2. Children are provided with 2 x polo shirts with school logo and 2 crew neck sweatshirts when they first start at Endeavour Academy if they are in receipt of FSM/PP. Uniform may be purchased from 'high-street' retailers or from [My Clothing](#). We have a very small selection of second-hand items to purchase at a reduced cost.

### Parents and Carers

- 4.3. Parents and carers are expected to make sure their child is appropriately dressed, and that every item is:
- Clean
  - Clearly labelled with the child's name
  - In reasonable condition
- 4.4. Parents/carers are also expected to contact the Executive 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
- 4.5. Parents/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner. The school will work closely with parents/carers to arrive at a mutually acceptable outcome. If families remain unsatisfied with an outcome, then they should follow the Trust complaints policy in seeking a resolution.

### Staff

- 4.6. 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.