

Aspire Academy Trust



Aspire School Uniform Policy

Date: May 2023

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Approved by: Trust Board

Policy Owner: Business & Compliance Manager

Policy Type: Statutory

Review period: 3 years

Review date: May 2026

This policy was written alongside consulting the following roles in the trust:

- Chief Operations Officer
- Communications Officer

Revision Log (last 5 changes)

Date	Version No	Brief detail of change
May 2023	1.0	New policy in line with statutory guidance

Aspire Vision

Nurturing curiosity, resilience, respect and excellence; our children will thrive and live life well.

Aspire mission statement

By working together and inspiring excellence; we enable our children to excel both academically and in character.

Aspire Strapline

'working together, inspiring excellence'

Aspire Values

Aspiration	We imagine possibilities and make them real
Self-belief	We believe in ourselves - in heart, mind and soul
Passion	We dare to be different and follow our dreams
Integrity	We nurture trust and respect and do what is right
Resilience	We find a way or make a way
Excellence	We strive to achieve our absolute best

Policy Intent

All Aspire Academy Trust policies are written in line with statutory guidance or recommended best practice. These comply with each school's funding agreement, plus Education Skills Funding Agency (ESFA) and Department of Education (DfE) frameworks or complement Aspire working practices. We have a centralised approach to policies, so they become trust-wide and include all ages from 0-11 years.

This policy seeks 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

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1. Aims

Wearing school uniform across our academies plays a key role in:

- Promoting the ethos of the academy
- Providing a sense of belonging and identity
- Setting an appropriate tone for education

It also supports a common identity to act as a social leveller and reduce bullying and peer pressure. We recognise that cost is important to our parents and this policy seeks to clarify the arrangements across Aspire academies.

This policy considers:

- [Education \(Guidance about Costs of School Uniforms\) Act 2021](#). This Act requires the appropriate authorities of relevant schools to have regard to this guidance when developing and implementing their school's uniform policy
- Non statutory guidance – DfE School Uniforms

2. Our school's 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, also considering any factors that should be considered in line with the trust SEND policy.

To avoid discrimination, our academies 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
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back for health and safety considerations)
- Allow all pupils to style their hair in the way that is appropriate for school, in line with religious or cultures beliefs
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols

3. Limiting the cost of school uniform

In considering limiting the cost of school uniform, the trust has taken into account the socio-economic status of each school community through a trust-wide parent and pupil survey to gain a clear understanding of the uniform offering across its academies.

By analysing this data, and taking into account parental and pupil feedback, we are able to formulate a simpler, more consistent approach to our uniform requirements.

Our academies have a duty to make sure that the uniform we require is affordable, in line with statutory guidance from the DfE on the cost of school uniform.

We understand that items with distinctive characteristics (such as items with 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 lower price.

Therefore, we will ensure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We will do this by:

- Ensuring value for money through a tendering/supplier contractual process/recognised provider listing
- Limiting items deemed as an 'accessory' e.g., school tie
- Reducing 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
- Ensuring PE uniform items are non-branded and easily sourced from supermarkets/low cost suppliers.
- Avoiding different uniform requirements for extra-curricular activities
- Ensuring every Aspire academy has arrangements in place for parents to acquire second-hand uniform items through a pre-loved service, which is regularly communicated to all parents by all available digital and print channels
- Avoiding frequent changes to uniform specifications to minimise the financial impact on parents
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for school uniform

4.1 Our academies uniform

School uniform requirements are detailed on each academy website under the PARENTS tab.

Our expectation is for:

- School jumper/cardigan – either plain school colour or with logo
- Trousers/skirt/pinafore/shorts - no leggings or jogging bottoms
- Polo shirt – either plain school colour or with logo (if 'optional' item available)
- Tights/socks - Black/grey/white (non-branded)
- Shoes – black school shoes – no trainers, boots, heels or open toe
- PE Kit – plain school or house colour t shirt, shorts/jogging bottoms/black leggings

Optional branded items:

- School jumper/cardigan (as above)
- Polo shirt (as above)
- Hoodie
- PE t-shirt
- Cap
- Book bag

Optional items:

- Summer dress in school colours

Additional expectations:

- A waterproof/warm coat
- A practical school bag that closes
- Swimsuits/trunks for school swimming – no board shorts or bikinis
- Piercings – single stud in each ear only
- Jewellery – no jewellery permitted
- No makeup, nail varnish or tattoos – excluding religious/cultural reasons
- Watches – only analogue/digital - no smart watches permitted
- Hair – long hair to be tied back

4.2 Where to purchase it

The supplier details relating to the individual academy school uniform is displayed on the individual school website under the PARENTS tab and is included within the new nursery/school starter information pack.

4.3. Second-Hand/Pre-Loved Uniform

All academies provide the opportunity for parents to purchase secondhand uniform. This is coordinated by the school/Friends of/Parent Teacher Association (PTA) or school office. Details are displayed on the school uniform page under the PARENTS tab on the academy website, alongside notifications via the online school prospectus, newsletter and social media.

5. Expectations for our school community

5.1 Aspire Nurseries (where applicable)

Aspire Nurseries is an integral part of the main school, where applicable across the trust. Nursery children are invited to wear the school uniform jumper (either plain or with logo), or full school uniform (with practical adjustments e.g. jogging bottoms), to encourage a sense

of pride and belonging. Nursery information packs and school websites for individual settings will provide further information. However, the wearing of school uniform for nursery-aged children is not a statutory requirement and is therefore optional.

5.2 Pupils

Pupils from Reception Class to Year 6 are expected to always wear the correct uniform (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)

5.3 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 Head of School 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 dealt with in accordance with the Aspire Academy Trust Complaints Policy.

5.4 Staff

Staff will monitor pupils to make sure they are in correct uniform. They will give any pupils and families in breach of the uniform policy the opportunity to comply but will follow up with the Head of School 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.

5.5 Trustees

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

- Complies with DfE statutory guidance and best practice on school uniform

- Is implemented fairly across all schools
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils
- Complies with the trust procurement policy

The board will also ensure the schools' uniform suppliers give the highest priority to cost and value for money, taking into account locality considerations.

6. Links to other policies

This policy is linked to our:

- School/specific Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- SEND Policy