



L.E.A.D. Academy Trust

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FOREST LODGE ACADEMY

Uniform Policy

Policy/Procedure management log

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1. Aims

Forest Lodge Academy is committed to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for all 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
- Developing our pupils' sense of belonging to our academy.

We believe that wearing a smart and practical uniform allows all children, regardless of their backgrounds, to feel equal to their peers and confident in their appearance. It is important for children to wear clothing that is conducive to a successful learning environment, including activity-appropriate clothing, such as sports attire.

2. Our Academy'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, disability, pregnancy and gender reassignment.

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 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 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 uniform 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 Headteacher, Mrs Caldwell, 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

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education (DfE) 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 consider whether any items with distinctive characteristics are necessary
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items
- Considering cheaper alternatives to compulsory 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/trainers that pupils could also wear on non-school days. See more information in section 4.1
- Avoiding different uniform requirements for extra-curricular activities
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- 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 uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for Academy Uniform

4.1 Our Academy Uniform

Item	Purchased From
<u>Nursery – Year 4</u> Red fleece, jumper or cardigan <u>Years 5 and 6</u> Black fleece, jumper or cardigan	Available from uniform direct with a school logo, or plain from any high street shop or supermarket. No hoodies unless for Year 6 Leavers in Summer term. Uniform Direct® - School Uniform Suppliers - Online & Wholesale (uniform-direct.com)
<u>All pupils</u> Plain white polo shirt, blouse or shirt	Available from any high street shop or supermarket
<u>All Pupils</u> Black or grey trousers, skirt or pinafore Red/white gingham summer dress	Available from any high street shop or supermarket
<u>All Pupils</u> Black/dark sensible shoes/trainers	Available from any high street shop or supermarket
<u>PE Kit</u> Black or grey shorts	Available from any high street shop
White or red plain t-shirt	Available from any high street shop
Black or plain sweatshirt or zip front jacket	Available from any high street shop (No bold inappropriate brand logos)
Black tracksuit bottoms or leggings (winter months)	Available from any high street shop
Trainers/plimsolls	Available from any high street shop
Book Bag Rucksack This is not a requirement to have, and parents may choose to only use any rucksack	Available from uniform direct with a school logo. Uniform Direct® - School Uniform Suppliers - Online & Wholesale (uniform-direct.com)
<u>Swimming</u> Swimming costume/trunks	Swimming costume – one piece Trunks Pupils go swimming usually in year 3, 4, 5 or 6 – you will be informed of this.
<u>Jewellery</u> Earrings- small stud earrings Preference – no ear-rings unless initial 6 week period.	One pair of metal stud ear-rings. For health and safety reason we cannot permit hoop, or drop earrings.

Make-up	No make-up, including nail varnish and nail extensions are permitted.
Hairstyle	No extreme haircuts or colours are permitted.

4.2 Where to purchase uniform

Our uniform provider is [Uniform Direct® - School Uniform Suppliers - Online & Wholesale \(uniform-direct.com\)](https://www.uniform-direct.com)

- If you wish to purchase the items above please use the link provided or purchase from a high street shop or supermarket. There is NO expectation that the uniform is purchased from the uniform shop or that it has to have the logo.
- Each half-term, we will offer second hand uniform. Any uniform that is of good quality, that parents wish to donate, would be gratefully received.

5. Expectations for our Academy 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 also expected to contact Forest Lodge, 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:

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

Parents are also expected to contact Mrs Caldwell 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 uniform will be:

- Resolved locally

- Dealt with in accordance with our academy complaints policy

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

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct 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.

Ongoing breaches of our uniform policy will be dealt with by requesting the parent/carer brings in the correct uniform. If this is not followed, the academy will lend the pupil the correct item of clothing to wear for that day.

As part of our commitment to supporting families, Forest Lodge Academy operates a Uniform Bank. This provides a range of school uniform items that can be loaned to pupils on a short-term basis where required. If a pupil attends school without the correct uniform, they may be asked to borrow an appropriate item from the Uniform Bank for the day.

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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory [guidance](#).

5.4 Governors

The governing body will review this policy and make sure that it:

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

6. Monitoring arrangements

This policy will be reviewed every two years, or sooner if legislation changes.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy