

## School Uniform Policy

### Policy Monitoring, Evaluation and Review

This policy is effective for all Schools within The Mead Educational Trust, the Teaching School, the SCITT and all other activities under the control of the Trust and reporting to the Trust Board.

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1.0	Feb 2023	ET	New policy

# School Uniform Policy

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## 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 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.

To avoid discrimination, our School will:

- Avoid listing uniform items based on sex, to give all scholars the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure that our uniform expectations, and thus costs, are the same for all scholars within the school
- Allow all scholars to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all scholars to style their hair in the way that is appropriate for School yet makes them feel most comfortable
- Allow scholars to request changes to swimwear for religious reasons. Schools will consider each request individually and make reasonable adjustments where possible. It will remain the School's decision to allow any change
- Allow scholars to wear headscarves and other religious or cultural symbols
- Allow for potential adaptations to our policy on the grounds of equality and protected characteristics by asking scholars or their parents to contact the Principal or Mrs Aylmer-Teago on [Info@brook-tmet.uk](mailto:Info@brook-tmet.uk), who can answer questions about the policy and respond to any requests

## 3. Limiting the cost of School uniform

Brook Mead Academy has 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 must have a School logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and may limit parents' ability to 'shop around' for a low price.

With this in mind, we will make sure that our uniform:

- Is available at a reasonable cost
- Limits the number of branded items required
- Provides the best value for money for parents/carers

We will do this by:

- Limiting any items with distinctive characteristics where possible: *for example, by only asking that the blazer features the School logo*
- *Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties and blazers*

- *Avoiding specific requirements for items scholars could wear on non-School days, such as coats, bags and shoes*
- *Keeping the number of optional branded items to a minimum including PE kit*
- *Avoiding different uniform requirements for different year/class/house group and for extra-curricular activities*
- *Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes*
- Ensuring that uniform supplier arrangements give the highest priority to cost and value for money (including the quality and durability of the garment).
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Consulting with parents and scholars 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 School's uniform**

- Brook Mead Academy blazer with academy logo (available from Uniform Direct only)
- Plain white collared school shirt, buttoned to the neck (long or short sleeves are permitted), tucked in at all times.
- Brook Mead Tie (available from Uniform Direct or the academy)
- Optional plain, dark green V-neck school jumper to match the blazer (no logos, motifs, buttons or zips).
- Grey suit trousers from Uniform Direct or grey formal straight leg trousers from another retailer. Any other shape of trousers is not permitted: e.g. slim leg, skinny, cropped, tailored. Trousers must be formal with a straight leg.
- During Summer months, scholars are welcome to wear shorts, they must be plain grey uniform ones.
- Brook Mead kilt skirt from Uniform Direct.
- Black, grey or flesh coloured tights or leggings to the ankle may be worn under the skirt.
- School shoes are to be plain black, formal and made of either matt leather or polishable material only. No open toe, heels, pumps, trainers, canvas, boots with fur collar, designer or footwear resembling trainers.
- Scholar ID card.
- An outdoor coat is allowed during cold weather. This must be removed when arriving for lessons, the assembly hall, in the restaurant and in the library etc. The coat should be in addition to, not instead of, the academy blazer.
- At break and lunchtimes only – blazers may be removed in warm weather. After playing outside, ties should be put back on and shirts tucked in.

### **4.2 Where to purchase it**

- Parents and carers can obtain the uniform from Uniform Direct or high-street retailers.

## **5. Expectations for our School community**

### **5.1 Scholars**

Our scholars wear the Brook Mead Academy uniform with pride. The uniform is an important part of our School's identity and standing within our community. We ask that scholars wear their uniform correctly at all times including:

- 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 Brook Mead Academy (if required)

Scholars are also expected to contact Principal or Mrs Aylmer-Teago on [Info@brook-tmet.uk](mailto:Info@brook-tmet.uk) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### **5.2 Parents and carers**

We ask that Parents and carers work in partnership with the School by ensuring that 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 Principal or Mrs Aylmer-Teago on [Info@brook-tmet.uk](mailto:Info@brook-tmet.uk) if they want to request an amendment to the uniform policy in relation to:

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

The School is committed to working with parents to resolve any concerns regarding School uniform. Parents are expected to lodge any complaints or objections relating to the School uniform in a timely and reasonable manner and the School will work closely with parents to arrive at a mutually acceptable outcome. Any disputes about the cost of uniform will be:

- Resolved locally
- Dealt with in accordance with our School's complaints policy

### **5.3 The School**

The School will ensure that the expectations for scholar and for parents and carers are clearly communicated; the School uniform policy will be published on the School's website, and be made available for all parents, including parents of prospective scholars.

To support parents and families the School will:

- assess the overall cost implications of the uniform policy for parents and carers
- ensure that uniform supplier arrangements give the highest priority to cost and value for money (including the quality and durability of the garment).
- put in place arrangements for parents and carers to acquire second-hand uniform items

The School will work proactively with parents and scholars to ensure that uniform expectations are met. Where a scholar is not wearing the expected uniform, the School will put in place support to rectify this, for example through the loaning of uniform. Where accessing uniform is not a barrier and where appropriate, the School will apply the use of sanctions as outlined in the school behaviour policy.

### **5.4 Academy Council**

The Academy Council 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 and scholars

- Offers a uniform that is appropriate, practical, and safe for all scholars

The Council will also make sure that the School's uniform supplier arrangements give the highest priority to cost and value for money and be able to demonstrate that they have obtained the best value for money from suppliers for example by avoiding single supplier contracts and by re-tendering contracts on a five-year basis.

## **6. Monitoring arrangements**

This policy will be reviewed biannually by the TMET Trust. At every review, it will be approved by the Academy council

## **7. Links to other policies**

This policy is linked to our:

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