

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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Version	Date	Author	Summary of Changes:
1.0	Feb 2023	ET	New policy
2.0	Nov 2024	TH	Inclusion of the Equality and Human Rights Commission's guidance on preventing hair discrimination in schools.

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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 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 expectations, and thus costs, are the same for all pupils within the school
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back) and coloured hair (as deemed appropriate by the School).
- Allow an inclusive environment by adopting The Equality and Human Rights Commission's guidance on [preventing hair discrimination in schools](#).
- Allow pupils 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 pupils 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 pupils or their parents to contact the Academy Manager, who can answer questions about the policy and respond to any requests

3. Limiting the cost of School uniform

Rushey 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 pupils 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).
- 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 School's uniform

Our uniform encourages students to wear clothes appropriate for school. We believe that having a uniform unites students in the Rushey Way, affirming our values and Code of Conduct.

- Everyone will wear the grey blazer with a white shirt and school tie. Either grey trousers or grey skirt supplied by Uniform Direct only must be worn AT ALL TIMES. The original shape of the trouser must not be altered (15cm leg width).
- Plain white shirts, buttoned to the neck and either short or long sleeved only. Shirts must be tucked in.
- Skirts must not be rolled over or worn above the knee.
- Ties will be tied correctly; tie length must meet the waistband of the skirt or trousers.
- A plain jacket, overcoat or shawl may be worn over the top of the blazer. Only jumpers from Uniform Direct can be worn under the blazer. No hoodies, denim or sports logo tops are permitted at any time. No jackets, overcoats or shawls inside the classroom.
- Jewellery must be discreet; Chains should be inside shirts or jumpers and not visible. Only single studded nose and ear piercings are permitted
- Headscarves/turbans/Topis/Durags must only be plain grey or black.
- Hair accessories must only be white, grey or black (they can be patterned)
- False nails, acrylic nails and gel nails are not permitted in school.
- No excessive makeup is permitted, this includes false eyelashes.
- . Leggings (black or grey) covering the ankle or tights (black, grey or flesh coloured) may be worn under the skirts but no knee length socks. Socks must be black or grey only and over the ankle

- Footwear will be flat, plain, black and clean with no coloured laces, stitching, logos or patterns. Heels must not be higher than 3cm.
- Students must have their ID badges with them at all times.
- Blazers may be removed at break and lunchtimes and in lessons during warm weather; after playing outside blazers and ties should be put back on and shirts tucked in.
- Jumpers should not be tucked into skirts or trousers.

4.2 Where to purchase it

- Parents and Carers will be able to purchase uniform directly from Uniform Direct, 54-56 Humberstone Gate, Leicester, LE1 3PJ, during their opening hours . Uniform will not be available to purchase from Rushey Mead Academy directly. You will be able to buy uniform directly
- Parents and carers can obtain the uniforms that are not branded by many high-street retailers.
- Rushey Mead welcome all second-hand/used uniforms. If there is any spare uniform which is surplus to requirement, we ask parents to send it into the school. This will be allocated to students on a case-to-case basis depending on circumstances.

5. Expectations for our School community

5.1 Students

Our students wear the Rushey Mead Academy uniform with pride. The uniform is an important part of our school's identity and standing within our community. We ask that students 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 Rushey Mead Academy (if required)

Students are also expected to contact the Head of Year 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 Academy Manager on info@rushey-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 Trust's complaints policy

5.3 The School

The School will ensure that the expectations for students/ pupils/ scholars/ pupil 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 pupils/students/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 students to ensure that uniform expectations are met. Where a student 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.

6. Monitoring arrangements

This policy will be reviewed every 2 years by our Schools Director. At every review, it will be approved by the Executive Team.

7. Links to other policies

This policy is linked to our:

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