



'Christ at the centre, children at the heart'

Our Lady of Walsingham Catholic Multi-Academy Trust will deliver outstanding educational, spiritual and moral outcomes for all children regardless of their faith or backgrounds within an ethos based on full inclusion, high expectations, innovation, outstanding teaching and learning, and a relentless focus on the needs and potential of every child. Our vision is that every Academy within the Trust has a reputation for excellence in their local communities and beyond.

Our Lady of Walsingham Catholic MAT

Company No: 08444133

**Registered Office: Fordham Road, Newmarket, Suffolk, CB8
7AA**

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 and
- clarify our Trust and individual school expectations for school uniform.

2. Our 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, we 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 ask for this to be tied back);
- allow pupils to request changes to swimwear for religious reasons;
- allow pupils to wear agreed religious or cultural symbols; and
- allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the school (see school annexation for contact details) who can respond to questions and any requests about the policy.

3. Limiting the cost of school uniform

The Trust 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 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 schools' uniforms:

- are available at a reasonable cost; and
- provide the best value for money for parents/carers.

We will do this by:

- carefully considering whether any items with distinctive characteristics are necessary;
- limiting any items with distinctive characteristics where possible eg only asking that any blazer, worn over the jumper, features the school logo;
- limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties;
- considering cheaper alternatives to school-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 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 the school's uniform can act as a social leveler;
- avoiding significant different uniform requirements for different year/class/house groups;
- avoiding different uniform requirements for extra-curricular activities;
- considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels;
- making sure that arrangements are in place for parents to acquire second-hand uniform items;
- avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes; and
- 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 our school community

4.1 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; and
- 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 the nominated school lead (see annexation) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

4.2 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 the nominated school lead (see annexation) if they want to request an amendment to the uniform policy in relation to:

- their child's protected characteristics; and
- 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:

- resolved locally; and
- dealt with in accordance with our OLOW Trust complaints policy.

All schools will aim to work closely with parents in order to arrive at a mutually acceptable outcome.

4.3 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 school leadership if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by reference to individual school's Behaviour Policies. 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.

4.4 Governors

The OLOW Trust Board will review this policy and make sure that it:

- is appropriate for our schools' context;
- is implemented fairly across all schools;
- takes into account the views of parents and pupils; and
- offers a uniform that is appropriate, practical and safe for all pupils.

The Board will also make sure that schools' uniform suppliers 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.

5. Monitoring arrangements

This policy will be reviewed every 2 years.

6. Links to other policies

This policy is linked to school and Trust level:

- Behaviour policy;
- Equality information and objectives statement;
- Anti-bullying policy;
- Complaints policy; and
- Health & Safety Policy