



Helping people living in extraordinary circumstances to live ordinary lives

# Kingsley Learning Foundation Trust

## Uniform Policy

Chair Signature: 

Reviewed by: **CEO & Headteachers (August 2024)**

Reviewed by Governors: **04 October 2024**

Review Cycle: **4 Years**

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## 1. Aims

This policy aims to:

- Make it clear that it is optional for guardians to purchase school uniform for their child.
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010.
- Clarify our expectations for school uniform.

## 2. Legal duties under the Equality Act 2010

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school's will:

- 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 a way that is appropriate for school and 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.

## 3. Limiting the cost of school uniform

Our school has a duty to make sure that the uniform 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) cannot be purchased from a wide range of retailers and that requiring many such items limits guardians' 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 guardians.

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary.
- Limiting any items with distinctive characteristics where possible.
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items.
- Making sure that arrangements are in place for guardians to acquire second-hand uniform items.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on guardians of any changes.
- Consulting with guardians and pupils on any proposed significant changes to the uniform policy.

## 4. Uniform expectations

### 4.1 Uniform

Due to the Special Educational Needs and disabilities of the pupils that attend Kingsley Learning Foundation Trust schools, it is optional for guardians to purchase school uniform for their child. Please see the individual school websites for specific information.

Pupils should wear practical and comfortable clothing and footwear for school.

### 4.2 Swimming Kit

Swimming kit consists of a swimming costume and towel (both named). Guardians must also supply swim nappies for those pupils who need them.

The school provides swimming aids as necessary.

### **4.3 PE Kit**

Pupils require shorts and t-shirt (both named) in a named PE bag.

### **4.4 Jewellery**

No jewellery should be worn in school for health and safety reasons.

### **4.5 Piercings**

Only ear studs are permitted and these must be removed for swimming. Staff are unable to assist pupils with removal or replacement of studs.

### **4.6 Where to purchase**

For those guardians who choose to purchase a uniform, non-branded items can be purchased from high street retailers. Alternatively, please see the individual school websites for uniform providers that supply school specific branded items.

To ensure the uniform is accessible for all pupils, guardians can access second-hand items by contacting the school's Family Support team.

## **5. Guardians**

Guardians are expected to make sure that all items of clothing, uniform or kit are clearly labelled with the pupils' name.

## **6. Governors**

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

- Is appropriate for our school's
- Is implemented fairly across the Trust
- Takes into account the views of guardians 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.

## **7. Monitoring arrangements**

This policy will be reviewed every 4 years.