

# School Uniform Policy – Fern House School

Academic Year 2024-2025



Version	Action/Notes	Date Approved	Date to be Reviewed
1	Draft to be approved	16.07.2024	1 Year – July 2025

## 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

## Our Trust's 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 schools 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 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
- 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, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

## Limiting the cost of school uniform

Our schools have 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 need 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/carers' 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 families

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, such as jumpers
- 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 different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for families to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on families of any changes
- Consulting with families and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

## **Expectations for school uniform**

### **Our school's uniform**

#### **KS2 & KS3**

- Emerald Green Polo Shirt
- Grey Round Neck Sweatshirt
- Black Trousers/Skirts/Jogging bottoms
- Black trainers or shoes
- Black socks preferable

#### **KS4**

- Emerald Green or White Polo Shirt
- Black Round Neck Sweatshirt
- Black Trousers/Skirts/Jogging bottoms
- Black trainers or shoes
- Black socks preferable

Green and white check dresses may be worn in the summer.

### **Where to purchase it**

Uniforms can be purchased from the following <https://myschoolstyle.com/school-shop/fern-house/>

If you have any surplus uniform that you wish to donate, we would happily accept this. Please contact the school office to arrange a drop-off.

If you wish to enquire about second-hand uniform, we do have some. Our stock is put out for viewing at parents' events. Also, enquiries can be made through the school office.

## **Expectations for our school community**

### **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 the Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### **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/carers are also expected to contact the Headteacher 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/carers 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
- Dealt with in accordance with our school's complaints policy
- The school will work closely with parents/carers to arrive at a mutually acceptable outcome.

**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.

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.

**Trust Board**

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

- Is appropriate for our school's context
- Is implemented fairly across the Trust
- Offers a uniform that is appropriate, practical and safe for all pupils

**Monitoring arrangements**

This policy will be reviewed on an annual basis by the Trust Board.

**Links to other policies**

This policy is linked to our:

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

