

Uniform Policy

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Author	Director of Education	Date:	08/09/2025
Signature			
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Signature			
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Joint Negotiating Council (JNC) consultation (where applicable)			
Last reviewed on:	24/10/2025		
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1. Statement of Intent

This policy aims to ensure that all schools within Respect Collaboration Trust (the Trust):

- Promote equity, belonging, identity, discipline, and school ethos through clear standards.
- Comply with the Education (Guidance about Costs of School Uniforms) Act 2021 and related DfE guidance ([gov.uk](https://www.gov.uk)).
- Reflect Headteacher-led agency to define school-specific uniform in consultation with stakeholders.

2. Headteacher Agency & School Discretion

2.1 Each Headteacher shall determine:

- Whether a uniform policy is appropriate.
- Items, colours, branding, suppliers, and purchase channels.
- PE kit, seasonal variations, and optional vs. compulsory items.

2.2 Where school uniform is not mandated, schools must publish a pupil dress code that reflects the scope of this policy and the values of the Trust.

2.3 Headteachers must:

- Consult with parents, pupils, and governors before any major change.
- Develop a school-specific uniform protocol that reflects Trust policy, reviewed at least every 2 years.
- Publish details and cost guidance clearly on the school website.

3. Cost, Affordability & Value for Money

3.1 In line with statutory obligations:

- Limit branded items to no more than three low-cost or long-wearing items, excluding ties.
- Ensure generic items can be bought from supermarkets/high-street stores.
- Encourage second-hand uniform schemes, run locally or via PTA (where applicable) — where this is in place, details must be published and made available to parents.
- Avoid supplier exclusivity without competitive tendering.

3.2 School-specific policies must include:

- Itemised uniform list (including generic, branded, PE kit).
- Purchase channels (supplier, high street, second-hand).
- Cost-saving measures (e.g. whether items are reusable, available second-hand etc).

4. Inclusion, Human Rights & Equality

4.1 Uniform must accommodate all pupils, respecting:

- Protected characteristics: sex, religion, race, disability, gender reassignment, pregnancy, etc.
- Religious and cultural dress (e.g. hijabs, turbans), hairstyles, and disability adjustments.
- Flexibility for extreme weather (e.g, shorts in heat, coats in cold).

4.2 Headteachers must define reasonable exceptions and procedures through which pupils can request adjustments.

5. Health, Safety & Practical Considerations

Uniforms must be:

- Safe and practical for school journeys, including walking or cycling .
- Suitable for PE, physical activities, and weather conditions.
- Reviewed for comfort, fit, and durability.

6. Compliance, Non-Compliance & Appeals

- Non-compliance is managed through each school's behaviour policy.
- Headteachers and school leaders must first check for financial hardship or equality-related issues before enforcing disciplinary actions.
- Parents can appeal via the school complaints procedure.
- Trust-level oversight: appeals not resolved at school level may be escalated to the Trust.

7. Policy Review & Oversight

- Trust Board to review this policy every 2 years.
- Headteachers revise school-specific appendices in consultation with community stakeholders.
- Supplier contracts re tendered every 3 years for value and affordability.
- Clear marketplace transparency to prevent undue restrictions (e.g., no exclusive rights or cash-back arrangements)

8. Communication & Publication

Each school must:

- Publish its uniform policy and cost information on their website.
- Include details on branded vs. generic items, second-hand options, financial assistance routes.
- Update parents annually and proactively communicate any changes.