

Uniform Policy

Approved By	Outcomes Committee	Date:	29/09/2025
Author	Director of Education	Date:	08/09/2025
Board Ratification	Trust Board	Date:	24/10/2025
Joint Negotiating Council (JNC) consultation (where applicable)	N/A		N/A
Last reviewed on:	24/10/2025		
Next review due by:	30/10/2027		

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.

9. GDPR

Data will be processed to be in line with our requirements and protections set out in the UK General Data Protection Regulation, Data Protection Act as amended by the Data (Use and Access) Act 2025.