



SCHOOL UNIFORM POLICY

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Document Control

Document version numbering will follow the following format. Whole numbers for approved versions, eg 1.0, 2.0, 3.0 etc. Decimals will be used to represent the current working draft version, eg 1.1, 1.2, 1.3 etc. For example, when writing a procedural document for the first time the initial draft will be version 0.1.

The table below provides details of the changes made to this document, to inform those reviewing and approving the document.

Document Edition	Section	Details of Change
0.1	All	New policy to meet best practice for Trusts
1.0	All	Approved by the Central Team 24/10/22

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Introduction

The Leading Edge Academies Partnership (the 'Trust') is a team of school leaders that aim to be Leading Edge and pioneering in their approach to education and well-being. We are a growing family of like-minded schools that offer a values-based education to the communities we serve and welcome staff, workers, pupils, parents/carers and volunteers from all different ethnic groups and backgrounds.

The term 'Trust Community' includes all staff, trustees, governors, pupils, parents/carers, volunteers and visitors.

We are a values-based Trust, which means all actions are guided by our three 'Es' as follows:

- **Excellence** – 'Outstanding quality'
- **Evolution** – 'Continuous change'
- **Equity** – 'Fairness and social justice'

This policy is based on the value of '**Equity**'

Related policies

This policy links to our:

- Behaviour policy
- Equality and Diversity
- Anti-bullying policy
- Complaints policy

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
- Clarify our expectations for school uniform

2. Our school's 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, our school 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with their child's tutor, who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

Fowey River Academy is proud of its uniform, and it ensures that all students look the same – showing membership of the Fowey River Academy community, as well as not allowing any judgements to be made concerning perceived wealth or membership of social or political groups.

We are familiar with the demographic of the Fowey River Academy community, and it is important that uniforms are accessible to all families.

We are also aware of the importance of uniform to our Academy community and the advantages offered by a clear uniform policy.

Our school 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 uniform:

- Is available at a reasonable cost
- Provides 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
- 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 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
- 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 school uniform

4.1 Our school's uniform

UNIFORM

Black school blazer*

House tie*

Black tank top style V-neck jumper (optional)

Black V-neck long-sleeved jumper, may be worn in cold weather, under a blazer but not instead of.

Black pleated skirt no shorter than 10cm above the knee, or black trousers. No tube skirts.

NO Hoodies

Plain white cotton shirt

Trousers/Leggings – Only plain black full-length trousers are acceptable. (not drainpipe style leggings or jeans/jeans-style trousers of any description or in any fabric).

Plain black belt

Plain black or natural tights

Plain black socks

Plain black, sensible, low-heeled shoes of leather appearance (no trainers/VANS, shoes with logos, sandals, open toes/heels, high heels or boots)

* Only available from our uniform supplier Cornwall Screen Print & Embroidery

PE KIT

What should I wear on the days I have PE?

If you have a PE lesson you will arrive in school in normal school uniform and change at school for your PE lesson.

What counts as PE kit? And what if it's a cold day?

PE Kit includes:

- Black and grey FRA T-shirt or rugby shirt (please note, [Cornwall Screenprint](#) do not supply rugby shirts, their Black t-shirt is designed for school rugby)
- Plain black shorts, plain black legging. If you choose to wear a plain black skort for PE, please bring tights or leggings to wear in school when in lessons.
- If it is cold you may wish to wear black tracksuit bottoms with minimal logos on.
- Plain white sports socks, trainer socks, or plain black long rugby/football socks
- FRA sports hooded top and or waterproof jacket

If you don't own an FRA sport hooded top or waterproof jacket just yet, you may choose to wear your own top and coat, this is allowed; but you will need to remove this inside classroom for any lesson and for inside PE lessons. We recommend buying one of these tops as soon as you can.

Can I wear layers underneath my PE kit?

You may wish to wear a plain black, white or grey skins top or t-shirt underneath your t-shirt or rugby shirt and may wish to wear plain black skins leggings underneath your PE shorts

What if I have a lunchtime club in the sports hall?

If you have a lunchtime club in the sports hall and don't have PE on that day then just bring your trainers in your bag and you can change into your trainers in the sports hall. You will need to put your school shoes on before attending your next lesson.

What if I am in year 10/11 and going to the fitness suite at lunchtime or after school?

Year 10/11 students using the fitness suite on days they don't have PE will have three-four minutes at the start of lunch to get changed into their PE kit and 3-4 minutes at the end of lunch to get changed into their full uniform before their next lesson.

Teachers running the clubs will aim to be as prompt as possible to maximise your time in the fitness suite.

What if I have an after-school sports club?

If you are attending after-school rugby, football or netball then you will have time to change before the club.

COMPULSORY SAFETY EQUIPMENT

- Male and Female students will require suitable shin guards for football
- Male and Female students will require a suitable mouthguard for contact activities such as rugby
- All students will take part in rugby and football as well as a range of other sports as part of the balanced curriculum offered at Fowey River Academy.

PERSONAL APPEARANCE

Jewellery – one watch and one small discreet ring. No sovereign rings, bracelets or necklaces

Earrings – only one pair of studs, sleepers or small earrings are allowed in the earlobe – one earring per ear

Piercings – the school does not allow excessive facial or tongue piercings.

Make-up – discreet make-up is permitted in school and discretion is left with the Head of Year and Senior Leadership Team

Hairstyles – patterned or brightly coloured hair is not permitted in school. Hair should be of natural appearance in colour, with no tramlines or extreme hairstyles

Nails – natural nail varnish is fine but no coloured nail varnish or artificial nails

4.2 Where to purchase it

Our branded uniform supplier is Cornwall Screen Print & Embroidery. Items can be purchased online at www.cornwallscreenprint.com.

All other items can be purchased from a store or high-street retailer of your choice.

We also have a swap shop where secondhand school uniform can be either donated or repurposed. Please contact the school reception regarding items you require or wish to donate.

5. Expectations for our school community

5.1 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
- 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 Mr Hammond at rhammond@fracademy.org if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 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 Claire Grist at cgrist@fracademy.org 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 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 to arrive at a mutually acceptable outcome.

5.3 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 and will follow up with the headteacher if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with in line with our behaviour policy.

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.

5.4 Governors

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

- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents 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, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed annually by The Headteacher. At every review, it will be approved by The Chair of the Local Academy committee.