



# School Uniform Policy

**The Mill *an academy as part of*  
The Kemnal Academies Trust**

Version: 1.0

Last reviewed: January 2023

Next review: Next template review (every two years) - January 2025

## 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 and meet the requirements of the [Education \(Guidance about Costs of School Uniforms\) Act 2021](#) and any other subsequent legislation
- Clarify our Trust expectations for each of our academies for school uniform only (excluding appearance and jewelry)

## 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 (other than where a choice of uniform might lead to safeguarding issues, such as swimming)
- Make sure that our uniform costs are consistent based on pupils' age and/or size within each academy
- Enable pupils and their parents / carers to request changes for religious and cultural reasons
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents contact the headteacher who can answer questions about the policy and respond to any requests

## 3. Limiting the cost of school uniform

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 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:

- Keeping items of school branded uniform to a minimum whilst maintaining the school's identity
- Ensuring that all non branded required school uniform can be easily purchased from local retailers or online
- Providing a stock of 'second-hand' uniforms
- Keeping uniform consistent across the school and over time to avoid the need to purchase items more frequently
- Not having unnecessary additional uniform
- Moving quickly to non school branded PE and sportswear (considering contractual arrangements)
- Providing school branded uniform items for specific activities such as sporting activities when representing the academy

## 4. Expectations for school uniform

### 4.1 Our school's uniform

For the children, school is their workplace and they should be smartly and appropriately dressed in the school uniform described below. The children are expected to follow the uniform guide in full.

Your child will need:

- Grey/black Trousers/Shorts/culottes
- Grey/black Skirt/Pinafore Dress
- White Polo Shirt/Shirt or Blouse (Logo option available)
- Navy Sweatshirt, jumper or Cardigan (Logo option available)
- Black flat School Shoes

And for PE:

- Navy Blue or black Shorts
- House Colour T Shirt (Pride-Blue, Ambition-Green, Courage-Yellow & Inspire-Red) (Logo option available)
- Plain black Trainers/Plimsolls
- Plain Grey/Navy or Black Hoodie for winter months
- Grey/Navy or Black Jogging Bottoms

Optional extras:

- The Mill Book Bag (especially for our Reception children and KS1)
- The Mill School Bag
- Water bottle
- Waterproof Fleece Jacket

## 4.2 Where to purchase uniform

- Parents can purchase school branded uniform items from Goodies. Ask at [office@themill-tkat.org](mailto:office@themill-tkat.org)
- All school non-branded uniform items are available online and in local retailers and stores
- Second hand uniform is available via [office@themill-tkat.org](mailto:office@themill-tkat.org)
- If parents cannot provide uniform for their child/ren due to financial constraints, they are encouraged to contact the school via the office team, senior leaders, pastoral leader or ACE tutors. The school will make every effort to support parents and carers to ensure that all children have access to appropriate uniform.

We ask for health and safety reasons that:

- For hair that is long enough to be tied back.
- If earrings are worn, they are small studs or tiny hoops. We recommend surgical tape for PE if earrings cannot be removed
- No other jewellery is worn.

To ensure all pupils are appropriately dressed in school we ask:

- No make up or nail polish
- No high heels or open toes sandals or flip flops or UGG style boots
- No hoodies when not in a PE lesson
- Hoods on hoodies are never up inside on non uniform days
- No extreme hair style, extensions or rainbow spray/dye colours

## 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
- 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 expected to wear their uniform smartly at all times, for example keeping polo shirts tucked in and not wearing sweatshirts/cardigans around waists

## **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 labeled with the child's name
- In good condition

## **5.3 Staff**

- Staff will closely monitor pupils to make sure they are in correct uniform.
- Staff will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher, deputy or assistant headteacher if the situation does not improve and sanctions may apply (see school 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 Governance**

The Trust Board and Local Governing Body 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 Local Governing Body will 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 4 years, as per the Trust procurement and contract procedures

## **6. Monitoring arrangements**

This policy will be reviewed every two years. At every review, it will be adopted by the Governing body.

## **7. Links to other policies**

- Behaviour policy
- SEND policy
- Safeguarding policy
- Anti-bullying policy
- Complaints policy
- Equality statement