UNIFORM POLICY

Raynsford

Church of England Academy

Our vision, deeply rooted in Christian values, is that all thrive in a safe environment, where they are celebrated for their uniqueness and are empowered to meet their full potential.

REVIEWED	**September 2026**
NEXT REVIEW	**September 2027**
APPROVED BY	**Senior Leadership Team**

Forgiving ***R***espectful ***I***nclusive ***E***mpathetic ***N***eighbourly ***D***etermined

"Two people are better off than one, for they can help each other succeed. If one person falls, the other can reach out and help"

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Section 1: Aims

This policy aims to:

- Set out our approach to requiring a school uniform that is affordable, practical and provides best value for money for parents and carers.
- Explain how we will avoid discrimination in line with our duties under the Equality Act 2010.
- Clarify our expectations for school uniform and PE kit.
- Ensure that our uniform requirements comply with statutory guidance on the cost of school uniform, including the legal limit on compulsory branded items.
- Promote a sense of belonging, identity and pride in being part of the Raynsford Church of England Academy community.

Section 2: Our school's legal duties under the Equality Act 2010

The Equality Act 2010 prohibits unlawful discrimination in relation to protected characteristics. When developing and implementing our uniform policy, the Academy will ensure that its requirements do not unlawfully discriminate against pupils.

To support this, the Academy will:

- Provide a range of uniform options that can be worn by all pupils.
- Ensure that uniform requirements do not place an unreasonable additional cost on pupils because of a protected characteristic.
- Allow pupils to wear appropriate religious or cultural clothing, headwear and symbols, subject to reasonable safeguarding, health and safety requirements.
- Ensure that expectations relating to hair and hairstyles are inclusive and do not unlawfully discriminate on the grounds of race, religion or other protected characteristics.
- Make reasonable adjustments to uniform requirements for disabled pupils and consider appropriate adaptations for pupils with sensory, physical or other additional needs.
- Consider reasonable individual adaptations to uniform requirements where necessary because of a pupil's religion or belief, race, sex, disability, gender reassignment or other relevant protected characteristic.
- Consider requests for adaptations sensitively and on an individual basis, taking account of the pupil's needs alongside safeguarding, health and safety and the practical requirements of school life.

Parents and carers who believe their child requires an adaptation or reasonable adjustment to the uniform requirements should contact the school to discuss this. The Academy will work with the pupil and their family to identify an appropriate solution.

Section 3: Limiting the cost of school uniform

Our school has a duty to ensure that the uniform we require is affordable and provides best value for money for parents and carers, in line with statutory guidance from the Department for Education on the cost of school uniform.

We recognise that items with distinctive characteristics, such as a school logo, unique colour or design, or items that must be purchased from a particular supplier, can limit parents' and carers' ability to shop around and may increase the overall cost of school uniform.

We will ensure that our uniform:

- is available at a reasonable cost
- provides best value for money for parents and carers
- complies with the statutory limit on the number of compulsory branded items.

We will do this by:

- keeping the number of compulsory branded or distinctive items to a minimum
- carefully considering whether a branded or distinctive item is necessary before making it compulsory
- ensuring that generic items, such as trousers, skirts, shorts, polo shirts, socks, tights, shoes and most PE clothing, can be purchased from a range of retailers
- keeping optional branded items to a minimum
- avoiding unnecessary additional uniform requirements for extra-curricular activities
- avoiding frequent changes to uniform specifications and considering the financial impact on families before making any significant changes
- ensuring that good-quality second-hand uniform is available to families and that information about how to obtain it is easily accessible
- accepting donations of good-quality second-hand uniform for reuse
- consulting with parents, carers and pupils before making significant changes to the Academy's uniform requirements.

The Academy recognises that the cost of uniform may present difficulties for some families. Parents and carers are encouraged to contact the school if they require support, and individual circumstances will be considered sensitively.

Section 4. Expectations for school uniform

4.1 Our school's uniform

- Grey trousers, tailored grey shorts, skirt or pinafore
- Red school sweatshirt, cardigan or fleece *(with school logo)*
- Red & white gingham dresses *(no open-toed sandals)*
- White polo *(non-logo is acceptable)*
- Grey, white socks, grey tights
- Black shoes *(not trainers)*
- Long hair tied back

Optional items

A red hoodie – either an official Raynsford school hoodie displaying the school logo or a plain red hoodie. Hoodies displaying sports brands, other logos, slogans or designs are not permitted. Hoodies may be worn on PE days and for outdoor PE/sport.

Jewellery

Jewellery should not be worn in school, with the exception of a watch and small stud earrings. Earrings must be removed for PE. Where earrings cannot be removed, for example following a recent piercing, parents and carers must provide appropriate tape so that the earrings can be securely covered during PE.

PE kit

The Academy's PE kit consists of:

- An **Owl Family colour T-shirt**, purchased from the Academy's designated uniform provider. Parents and carers may choose either the school-logo or non-logo version.
- Plain black shorts, leggings or jogging bottoms. These should not display large or prominent sports logos.
- Red school sweatshirt, cardigan or fleece with the Raynsford school logo.
- Red hoodie – either an official Raynsford school hoodie displaying the school logo or a plain red hoodie. Hoodies displaying sports brands, other logos, slogans or designs are not permitted.

- Black plimsolls or predominantly black trainers.

4.2 Where to purchase it

Branded school uniform and the Owl Family colour PE T-shirt can be purchased from YourSchoolUniform, the Academy's designated uniform provider.

All other non-branded items may be purchased from any suitable retailer.

The Academy, working with the PTA, provides access to good-quality second-hand uniform. Second-hand uniform is available from the school office, and families are encouraged to donate clean, good-quality uniform that their children have outgrown.

Information about purchasing new and second-hand uniform will be made easily accessible to parents and carers, including through the Academy website.

Section 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 expected to take pride in their appearance and wear their uniform appropriately.

5.2 Parents and carers

Parents and carers are expected to ensure that their child:

- has the correct school uniform and PE kit
- attends school wearing clean uniform that is in good condition
- has all items of clothing clearly labelled with their name.

Parents and carers should contact the school if their child requires an adaptation to the uniform requirements because of a protected characteristic, disability, medical condition or other individual need.

Parents and carers experiencing difficulty with the cost of school uniform are encouraged to contact the school. Any concerns will be handled sensitively, and the Academy will work with families to identify appropriate support where possible.

Concerns or complaints relating to the school uniform policy should be raised with the school in the first instance and will be considered in accordance with the Academy's Complaints Procedure.

5.3 Staff

Staff will monitor pupils' compliance with the uniform policy as part of the Academy's usual expectations.

Where a pupil is not wearing the correct uniform, staff will address this in a proportionate and supportive manner, taking account of the individual circumstances. Pupils should be given an opportunity to correct uniform issues where appropriate.

Where there are repeated concerns about a pupil's uniform, the matter may be referred to a member of the Senior Leadership Team and parents or carers may be contacted.

The Academy will be mindful of pupils and families experiencing financial hardship or other individual circumstances and will seek to resolve uniform concerns sensitively and reasonably.

6. Monitoring arrangements

This policy will be reviewed annually by the Senior Leadership Team, or earlier where there are changes to statutory requirements or Department for Education guidance relating to school uniform.

As part of the review, the Academy will consider the affordability of its uniform, the availability of second-hand uniform and whether the uniform requirements continue to meet the needs of pupils and families.

7. Links to other policies

This policy is linked to our:

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

All policies can be found on our school website