




BATH & WELLS
Multi Academy Trust
'That they may have life, life in all its fullness' John 10:10

Uniform policy

Bath & Wells Diocesan Academies Trust

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Contents

1. Aims 3
2. Our school's legal duties under the Equality Act 2010 3
3. Limiting the cost of school uniform 4
4. Expectations for school uniform 5
5. Expectations for our school community 7
6. Monitoring arrangements 8
7. Links to other policies 8

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 all 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: age, sex, sexual orientation, disability, race, religion or belief, pregnancy and maternity, 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
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair be tied back
- Allow all pupils to style their hair in a way that is appropriate for school, and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons, or if they are experiencing discomfort
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform, depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the Headteacher who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. Limiting the cost of school uniform

Our school has a duty to make sure that the uniform we require is affordable and in line with statutory guidance from the Department for Education (DfE) on the cost of school uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers

We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of 3 or fewer
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible
- Limiting compulsory branded items to low-cost and/or long-lasting items
- Considering cheaper alternatives to compulsory 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 such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- Avoiding different uniform requirements for different year/classes
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for school uniform

4.1 Our school's uniform

Uniform is available from local supermarkets or 'South West Schoolwear', which is situated on East Reach. Tel: 01823 278080 www.swschoolwear.co.uk

We never want uniform to be a barrier to children coming to school. Logoed tops are optional.

If you need support, then we will help. Please call the office or Dojo Mrs Harper or Mrs Maynard.

Please remember to name uniform – we have lots that gets lost due to not being named.

If uniform is named we can collect it and return to children asap. We have a system for collecting lost uniform (not named) and once a week we put it in the playground at the end of the day.

We regularly have free uniform in the playground that has been donated or lost property that hasn't been collected for a half term. We notify parents when this happens.

Tops

White shirt (long or short sleeve)

Polo shirt with or without a school logo

Jumpers

Navy blue jumper **with or without a school logo**

Navy blue cardigan **with or without a school logo**

No hoodies please

Dresses / Skirts

Grey or black knee length skirt or skort

Grey or black pinafore dresses

In the summer, navy blue chequered dresses

Tights/leggings can be worn under a dress or skirt but not just leggings.

Trousers and Shorts

Grey or black trousers (plain, no combat pockets)

Grey or black shorts (plain, no combat pockets)

Shoes & Socks

White or black socks

Black or grey tights

Black lace up, Velcro or buckle shoes (that are smart and suitable to be polished)

PE

Black shorts (no leotards please)

Black, navy or grey jogging trousers in the winter or cold weather

Yellow polo shirt **with or without a school logo**

Trainers (no daps/plimsoles)

Forest School

Wellington boots in wet weather / sturdy trainers in the summer

Clothes you don't mind getting mucky e.g. jogging trousers and old jumpers

Dress for the weather e.g. if it's due to rain bring a rain coat, if it's cold bring a hat and gloves too.

Requests

Please **do not** send your child in with:

- A fleece for day wear – these are considered coats for outside and are not worn in classrooms
- Combat style trousers
- High heeled shoes (flat shoes only please)
- Clogs, mules or open back shoes
- Fancy hair decorations
- Jewellery

- Earrings (other than ear studs – which the child can remove themselves)
- Transfer tattoos
- Nail varnish

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 speak to the Heateacher 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/carers are also expected to contact the Headteacher 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/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's complaints policy.

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/carers to arrive at a mutually acceptable outcome.

5.3 Staff

We encourage all pupils to wear the agreed school uniform. Where a pupil is not wearing the correct uniform, staff will work sensitively with families to understand and address any concerns or barriers to compliance. No pupil will be excluded from learning or disadvantaged because of difficulties accessing the required uniform.

5.4 Role of the Trust Local Committee (TLC)

The Trust Local Committee 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/carers, and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The TLC 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 TLC in relation to the detail of the school uniform and where it can be purchased or acquired. At every review, parents/carers will be asked for their views.

7. Links to other policies

This policy is linked to our:

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