

THE EDUCATION VILLAGE ACADEMY TRUST



**Gurney Pease Academy
Uniform Policy**

EVAT Version Control Document

Version	Date:	Policy Owner:	Amendments made by:	Details of amendments made:	Reviewed by:	Approved by:
V0.1	17.2.22	Alison Sinclair	Alison Sinclair & Richard Gartland	Initial School Uniform Policy to meet new DfE statutory guidance for September 2022.		
V1.0	13.05.22	Alison Sinclair	Wendy Turpin	Final version	ELT	26.04.22
V1.1	10.07.23	Alison Sinclair	Alison Sinclair	Annual Review & rebranding		

Monitoring and review

This policy is reviewed **every 3 years** by the Policy Owner: **Alison Sinclair**

The scheduled review date for this policy is: **April 2025**

Any changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.

Values and Ethos

Our values and ethos are inclusive and child centred. Our Trust is founded on the principles of inclusivity, diversity and fairness, and they are fundamental to our delivery of exceptional learning experiences.

EVAT stands for:

- **E**xcellence and high standards
 - a can-do culture and no-excuses ethos
- **V**alues driven with a deep sense of purpose
 - putting children and young people first
 - behaving ethically
- **A**mbition and aspiration for all
 - irrespective of background or barriers – being truly inclusive
- **T**eamwork
 - we do more, better and faster, together

We are a village. We collaborate, with our learners, their families and our communities, to provide exceptional education so that all the children and young people we serve achieve the best possible outcomes.

- Create a nurturing and friendly atmosphere and provide an environment where everyone feels valued for who they are
- Bring out the best in every child and young person and meet the full range of their individual needs
- Provide different and unique experiences, challenges and activities
- Show tolerance and respect for each other
- Prepare our children and young people for lifelong learning
- Improve the life chances of every child and young person we serve.

Contents

Statement of Intent.....	4
Legal Framework	4
Roles and Responsibilities	5
Cost Principles	6
Equality Principles	7
Complaints and challenges	8
School uniform supplier	8
Uniform assistance	8
Non-compliance	9
School uniform	9
Adverse weather	10
Labelling	11
Public Sector Equality Duty (Equality Act 2010)	11

Statement of Intent

The Education Village Academy Trust believes that a consistent school uniform policy is vital to promote the ethos of the Trust and its schools and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

For the purposes of this policy, “**uniform**” includes the following elements of pupils’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the Trust and Gurney Pease Academy (GPA) have taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable and the best value for money for the school and pupils’ families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

Legal Framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) ‘Cost of school uniforms’
- DfE (2021) ‘School Admissions Code’
- DfE (2021) ‘School uniforms’
- Equality and Human Rights Commission (2022) ‘Preventing hair discrimination in schools’

This policy operates in conjunction with the following Trust and school policies:

- Complaints Policy and Procedure
- Gurney Pease Behaviour Policy
- Equality and Diversity Objectives Policy
- Finance Policy

Roles and Responsibilities

The Chief Executive Officer (CEO) is responsible for:

- Establishing, in consultation with the Principals, Education Standards Committee Members (ESC) and school communities, a practical and smart school uniform that accurately reflects each school's visions and values.
- Ensuring that school uniform is accessible and inclusive and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Considering the opinions and wishes of parents, carers, pupils and the wider school communities regarding changes to the school uniform.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's ['Cost of school uniforms'](#) guidance.

The Principal is responsible for:

- Enforcing school uniforms on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions of the school community in regard to the school's uniform and making appropriate recommendations to the Board of Trustees.

Staff members are responsible for:

- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents/carers are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the Principal if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the Principal has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

Cost Principles

Gurney Pease Academy is committed to ensuring that our school uniform is affordable and accessible to all pupils and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the Principal will ensure that the uniform policy does not discourage parents from applying for a place for their schools.

The Executive Principal and Principal will assess the overall cost implications of the uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will consider the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- Looked After Children (LAC) and Previously Looked AC.

The Principal will evaluate the cost of the school uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The Principal will ensure that there are no variations in the school uniform for different groups of pupils, e.g. year group-specific items, to ensure that pupils can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The school will not advocate any branded items of uniform. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will not amend school uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to the school uniforms.

Equality Principles

The Trust takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The Trust will work to ensure that school uniform costs do not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The Trust will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- Are transgender, including non-binary pupils.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

Gurney Pease Academy implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School Uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression.

Gurney Pease Academy will ensure that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire Trust community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Principal and always in accordance with the Trust's Complaints Policy and Procedure.

The school will ensure that the needs of pupils with SEND and/or sensory difficulties are considered in the school uniform policy e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible. The school will allow variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

Complaints and challenges

The Trust endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with its Complaints Policy and Policy.

To make a complaint, parents should refer to the Complaints Policy and Procedures which can be found on the website and follow the guidance.

When a complaint is received, we will work with parents to arrive at a mutually acceptable outcome.

Principals are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

School uniform supplier

Gurney Pease Academy does not have a preferred uniform supplier. Parents and carers are able to purchase uniform from a range of retailers.

Uniform assistance

The school works in partnership with the Darlington Cares Uniform Exchange who offer a school uniform exchange service. Details can be accessed through the following link - [Darlington Borough Council - School Uniform Exchange](#)

Parents and carers who require assistance with school uniform should contact the Principal or Home School Support Worker.

The school retains second-hand school uniform items for parents to access. Access to these uniforms is available upon request made to the Principal. Parents are invited to donate their child's uniform when they no longer need it. No charge is made for this uniform.

Gurney Pease Academy also has access to external funding streams which can provide support for school uniform. Parents and carers should contact the Principal or Home School Support worker if they require support.

Non-compliance

If a child is repeatedly wearing incorrect uniform, the Principal or Home School Support worker, will organise a meeting with the parent or carer to provide support to enable their child to adhere to the academy's uniform policy.

School uniform

School colours

Our school colours are as follows:

Gurney Pease Academy (GPA)

- Blue
- Black/grey

Clothing

Gurney Pease Academy's uniform is as follows:

Item	Optional or required	How to acquire
Royal blue sweatshirt/ cardigan	Required	Sweatshirt and cardigan available from a range of retailers and second hand from the school office.
White/Blue polo shirt/shirt	Required	Available from a range of retailers and second hand from school office.
Grey or black trousers or grey skirt	Required	Available from a range of retailers and second hand from school office.
Plain black shoes (high heels are not permitted)	Required	Available from regular retailers.
PE - Plain white t-shirt & plain black/dark blue shorts/joggers	Optional	Available from regular retailers
Plain black/ grey shorts	Optional	Available from regular retailers

Gingham Dress – blue/white	Optional	Available from regular retailers
School book bag	Optional	Information provided upon admission to the school

Jewellery

Permitted jewellery that may be worn is:

- One pair of stud earrings – no other piercings are permitted.
- A sensible wrist-watch. Smart watches are not permitted.

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons.

Hairstyles

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the Trust's Complaints Policy and Procedures.

Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles are not considered appropriate for school:

- Brightly coloured, dyed hair.
- Hairstyles with bold patterns or colours.
- Excessive hair accessories.

Makeup

Gurney Pease Academy does not permit the wearing of make-up in school. Similarly, false nails and nail extensions are not permitted.

Adverse weather

All pupils are required to wear clothing appropriate for the prevailing weather conditions.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside.
- Warm jumpers which preferably comply with the school uniform policy
- Trousers, or thick tights with skirts.

Labelling

All pupils' clothing and footwear should be clearly labelled with their name.

Any lost clothing is to be taken to the lost property box in the school office. All lost property is retained for a reasonable period of time and, whenever possible, any unclaimed items are offered as second-hand uniform.

Public Sector Equality Duty (Equality Act 2010)

In preparing or amending this policy, the author has given due regard to the Public Sector Equality Duty; that is, they have considered any potential impact on people who share certain protected characteristics. These protected characteristics are defined as: race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.