

DIOCESE OF  
**ST ALBANS**  
MULTI-ACADEMY TRUST

# Trust School Uniform Policy

<b>Policy type</b>	<b>Trust wide with local context (Tier 3)</b>
<b>Review</b>	<b>Every Three Years</b>
<b>Author/Responsible Officer</b>	<b>Governance Officer</b> (based on The Key model)
<b>To be ratified by</b>	<b>Trust Board</b>
<b>Approved by</b>	<b>Trust Board</b>
<b>Date of ratification</b>	<b>March 2025</b>
<b>Date of next review</b>	<b>March 2028</b>

This policy is a mandatory policy for all DSAMAT Academies and must be implemented with localized details within Section 4

*Enabling all to flourish: Rooted in God's love*



### **Our mission, vision and values**

The Trust has a clear **mission** at its core, ensuring that all pupils are enabled to flourish, rooted in God's Love - academically, socially, spiritually, physically and mentally. This is central to our work and rooted in our Christian foundation (John 10 v 10). Our commitment to mutual flourishing within the school community is built upon our shared belief in Church of England principles. In our Trust, just as in the wider Church of England community, 'flourish' refers to prospering, thriving and growing. It means prayerfully encouraging all within our schools so that they might prove fruitful, successful and contented in the longer term. We seek to provide space generously for all to flourish in life and all its structures. Equitable treatment for all pupils, staff and the wider community is a core part of enabling this long-term, holistic flourishing.

We have a clear **vision** about creating successful schools for the benefit of their communities and we expect every school in the Trust to continuously improve. All schools provide rich and diverse curricula which evolve to meet the needs of their children and local communities, as well as delivering educational excellence to enable them to continue to flourish in later life.

The way we work and deliver against our mission is critical to our Trust. We have shared, agreed **values** of:

Hope; Nurture; Equality; Respect; Collaboration

The Trust's vision is underpinned by a Christian values framework which is adopted by all schools. It provides clear expectations for all Trust employees on how we wish our values to impact on all areas of school life. It draws on, and is informed by, the National Church of England Vision for Education and the Diocesan Board of Education Vision.

Each school within the Trust has a personalised vision for education, developed locally to reflect the individual character and needs of the school community. This vision is underpinned by the Trust's wider vision, and agreed with the Trust, but it is owned and driven by the headteacher and their LGB.

### **Our community**

The Trust are dedicated to delivering education that serves local communities. Our schools are inclusive, welcoming those from all and no faiths, from all abilities and backgrounds. We believe in providing a high-quality education, underpinned by Christian values, which enables every child to flourish.

Underpinning all of the Trust's work is a belief in educational excellence. The Trust serves all stakeholders by providing schools with the highest levels of academic rigour and pastoral care.

Our schools are places where children and young people develop and thrive intellectually, socially, culturally, and spiritually. All of the Trust's schools teach a broad and balanced curriculum within national guidelines focusing on core skills. This is designed to ensure that all pupils reach their academic potential and seek to enrich their experience along the way. Pupils will be enabled to succeed in an atmosphere of high expectations, aspiring to educational excellence with a firm foundation of values.

This policy forms part of our Trust governance and ensures that we are held to the highest standards as we carry out our duties.

### **Statement of Intent**

This is the Diocese of St Albans Multi-Academy Trust (DSAMAT) over-arching School Uniform policy and must be implemented and adhered to in each of the academies within the Diocese of St Albans Multi Academy Trust along with those working within the central team.

This policy will also be implemented and adhered to from the first day of any other school joining the Trust. For the remainder of this document, the Diocese of St Albans Multi Academy Trust will be referred to as DSAMAT.



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## 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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- Reduce or seek to 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 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 related to their sex, gender or gender reassignment
- 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 of their child's school 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 trust has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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 and/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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- 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 the policy

## 4. Expectations for school uniform

### 4.1 Our school uniform

#### Transition to New Active Uniform

We will be implementing our new active uniform over a **two-year transition period**. During this time, both the current uniform and the new active uniform will be accepted.

**The new active uniform will become compulsory from January 2028.**

**The active uniform is a school uniform.** Over the course of the two-year transition period, your child will be expected to wear **either**:

- The Wenlock blazer/jumper and tie, **OR**
- The Wenlock-approved active kit

Expected Items within the Wenlock Academy active uniform:

- Logoed Wenlock T-shirt
- Logoed Wenlock Tracksuit top
- Rain jacket
- Pair of wellies
- Trainers
- Tracksuit or jogging bottoms
- These can be purchased from the Kit locker site and be Wenlock branded however any other non-branded tracksuit bottoms or joggers will be fine as long as they are navy or black.

#### Other options

- Black or Navy shorts
- PE and swimming kit

#### Jewellery

- The school rules on jewellery are as follows:
- One pair of stud earrings - no other piercings are permitted.



- A sensible wristwatch with no internet accessibility or ability to record/take photos or timers that make noise.
- Pupils will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

### **Hairstyles**

- The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, it 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 considered where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints policy.
- 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.

The following hairstyles are not considered appropriate for school:

- Brightly-coloured, dyed hair.
- Headwear with bold patterns or colours.
- Excessive hair accessories.
- Headwear featuring inappropriate words or images

Makeup and cosmetics - The school rules on makeup and cosmetics are as follows:

- No pupil is allowed to wear make-up. There may be exceptions in extreme circumstances, at the headteacher's discretion, e.g. a pupil may be permitted to cover heavy scarring/skin damage.
- False nails and nail extensions are not permitted.
- Temporary tattoos are not permitted.
- Pupils wearing makeup are required to remove it, including fake tattoos. (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010)
- Expectations for shoes, bags and coats
- Which items are only required in specific circumstances or at certain times of the year

## **4.2 Where to purchase it**

**Active Uniform** can be purchased from:

- [Wenlock Kit locker Shop](#)
- [Wenlock Asda Joggers](#)

# **5. Expectations for our school community**

## **5.1 Pupils**



Pupils are expected to always wear the correct uniform (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 their Headteacher 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 of their child's school 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.

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

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 but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with through the 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 The Trust Board

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

- Is appropriate for our schools' context
- Is implemented fairly across the schools
- Takes into account the views of parents/carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

Headteachers 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 every three years by the governance officer. At every review, it will be approved by the trust board.

## 7. Links to other policies

This policy is linked to our:

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