



UNIFORM POLICY

Approval date	October 2025
Next review date	August 2030

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:

- ✓ 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 child sizes and then all adult sizes
- ✓ 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 – whilst ensuring their style enables them to meet the school values of Ready, Respectful, Safe.
- ✓ 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 (though we reserve the right to ask for religious jewellery to be temporarily removed for selected activities)
- ✓ 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 Caroline Morland, Assistant Head for Personal Development, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis and in discussion – where necessary – with other members of the Senior Leadership Team.

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 (DfE) on the cost of school uniform.

We understand that our branded items cannot be purchased from a wide range of retailers and therefore the minimum requirement we make is for every pupil to wear a branded black t-shirt or polo shirt or sports shirt. Therefore, parents/carers retain their ability to 'shop around' for a low price on other items.

We work closely with our suppliers to make sure our uniform:

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

We have carefully considered:

- ✓ The sensory and/or physical needs of our general pupil body in our selection of uniform items required
- ✓ 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 groups
- ✓ Avoiding different uniform requirements for PE or other activities
- ✓ Ensuring that arrangements are in place for parents/carers to acquire second-hand uniform items
- ✓ Providing support to parents/carers and pupils to recover uniform and clothing that has been misplaced in school – we do recommend uniform is name labelled in some way
- ✓ 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

- A black SAIL logo branded T-Shirt OR Polo Shirt OR Sports T-Shirt for everyday wear. These are available for order from our school uniform provider MyClothing.com. A link to this provider's website is available on the SAIL website.
- In addition, all pupils can choose an outer layer in either black, bottle-green or royal blue.

The school uniform supplier MyClothing.com stocks SAIL branded cardigans, sweaters, hoodies and fleeces as well as waterproof coats. Plain alternatives can be worn in either black, bottle-green or royal blue but these must be PLAIN (without graphic designs on) to be considered school uniform.

Some Second-Hand uniform of the above items is available in exchange for a small donation to the WAVES PTA. Items are located on shelves in the School Reception – next to the Family Room.

All pupils should wear black trousers, joggers, leggings or knee-length skirts or knee-length shorts (recommended only for Easter – October wear). Our uniform supplier MyClothing.com stock a range of these and many supermarkets and retailers now do sensory items as part of their uniform range.

School uniform must be plain and not have any chains, embellishment or large graphic branding designs on them. Jeans and other styles/colours of trousers are only permitted on WOLT/Learning Outside the Classroom days or for specified non-school uniform days.

- Our expectation for outside wear is that pupils are able to remain warm and dry in winter conditions as part of staying safe and being ready to learn. It is important that they have suitable waterproof wear for WOLT/Learning Outside the Classroom – SAIL branded waterproof coats are available from MyClothing.com if desired. SAIL branded baseball caps are available to purchase from MyClothing.com to support with sun protection if desired. We ask that other headwear worn by pupils is plain with no graphic designs upon it.
- Our expectation for footwear is black shoes, boots or trainers. High-heeled footwear is not suitable for school.
- Our expectations for jewellery and hairstyles take into account the requirement described above to avoid discrimination in line with the Equality Act 2010 as well as sensory needs of individual pupils.

Our expectation for the wearing of jewellery is a maximum of 1 pair of stud earrings, which pupils will be expected to remove for PE (or tape up themselves) and which MUST remove if using the inflatables. No other body piercings are allowed.

1 watch may be worn but this should not be a smart watch.

With respect to other jewellery - used for sensory and religious reasons - please contact Caroline Morland, Assistant Head for Personal Development with regards to reasonable adaptations and safe wear.

- We do not ask pupils to change into a specified PE kit, but uniform should be suitable to safely participate. For swimming lessons kit should contain a swimming one piece costume/trunks as well as providing a towel. The wearing of t-shirts is permitted and swimming goggles and caps is optional.

- WOLT/Learning Outside the Classroom activities frequently require a change of clothes to be provided along with warm, waterproof outdoor activity clothing.

5. Expectations for our school community

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 contact Caroline Morland, Assistant Head for Personal Development if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Parents and carers are expected to make sure their child has the correct uniform, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents/carers are also expected to contact Caroline Morland, Assistant Head for Personal Development if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- Their child's sensory or physical needs

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.

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 Executive Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Charlotte Pullinger, Deputy Head for Safeguarding and Behaviour.

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.

The local governing board 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 board 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 5 years by the Assistant Head for Personal Development. At every review, it will be approved by the SAIL local governing board.

7. Links to other policies

This policy is linked to our:

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