



THE MILFORD ACADEMY

Uniform Policy

Ratified at Governors 28th September 2023

- M** - Motivated
- I** - Independent
- L** - Learning
- F** - Forward Thinking
- O** - Outstanding
- R** - Respect
- D** - Determined

Reviewed September 2023 – to be next reviewed September 2024

1. Aims

This policy aims to:

- › Set out our approach to requiring a uniform that is of reasonable cost and offers the best 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 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 to get in touch with the Head Teacher, 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, in line with statutory [guidance](#) from the Department for Education on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have 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' 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 to acquire second-hand uniform items
- › Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- › Consulting with parents 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's uniform

	EXPECTATIONS	NOT ACCEPTABLE
Tops	<ul style="list-style-type: none"> • Plain white polo shirt or shirt with collar • Navy or grey cardigan or jumper (with or without logo) • Outdoor coats suitable for the weather 	<ul style="list-style-type: none"> • Patterned, coloured or logoed tops • Patterned, coloured or logoed cardigans or jumpers • Hooded tops to be worn in school or as outdoor coats
Trousers, shirts and shorts	<ul style="list-style-type: none"> • Dark grey, black or navy blue school trousers • Dark grey or navy blue school skirt of an appropriate length • Dark grey or navy blue school shorts • Dark grey or navy blue pinafore style dress • Blue gingham dress 	<ul style="list-style-type: none"> • Leggings • Tracksuit bottoms • Jeans or denim
Footwear	<ul style="list-style-type: none"> • Plain black school shoes or boots of a practical and safe style • Plain black trainers 	<ul style="list-style-type: none"> • Canvas shoes • Trainers with any colour or stand-out logos • Decorated shoes • Opened toed shoes or flip flops
Socks and tights	<ul style="list-style-type: none"> • Dark grey, navy or white ankle length or knee length socks • Dark grey, navy or white tights 	<ul style="list-style-type: none"> • Overly patterned socks or tights

Accessories and jewellery	<ul style="list-style-type: none"> • A watch • School would prefer that earrings are not worn. If it is necessary please choose a small, plain stud. Earrings should not be worn on PE days. • School coloured hair accessories 	<ul style="list-style-type: none"> • Smart watches / watches with cameras • Rings, necklaces and bracelets or bands (except behaviour bands) • Nail varnish or nail accessories • False nails • Oversized hair accessories • Oversized or hoop earrings
PE Kits		
Top	<ul style="list-style-type: none"> • Plain white t-shirt • Navy blue, black or dark grey jumper or jacket for cold weather 	
Bottoms	<ul style="list-style-type: none"> • Navy blue shorts or cycling shorts • Navy blue, black or dark grey tracksuit bottoms for colder weather 	
Footwear	<ul style="list-style-type: none"> • Plimsolls or trainers fastened with laces or Velcro • Spare socks 	
Others	<ul style="list-style-type: none"> • No jewellery to be worn for PE lessons or after school sports clubs • Plasters or tape must be worn on newly pierced ears (provided by home) • Long hair to be tied back 	
<ul style="list-style-type: none"> ➤ Please ensure ALL clothing is named / labelled. ➤ The Milford Academy logoed / branded items are not essential and non-logoed items matching the uniform requirements are fully permitted. ➤ A full PE kit must be in school at all times. 		

4.2 Where to purchase it

Information about our school uniform can be obtained by contacting the main school office. Currently our branded uniform is available from:

[The Milford Academy — Buy online at Just-Schoolwear.co.uk](http://Just-Schoolwear.co.uk)

We are committed to providing every child who starts here at Milford with a free branded / logoed jumper or cardigan of their choice – this policy is reviewed on an annual basis from a financial viability perspective.

School has a large selection of second-hand uniform which is available for free on request – school makes this available during specific events including parents evenings and there is a plan for a selection of this uniform to be available directly from the main reception area at all times.

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 contact the headteacher via the main school office 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 are also expected to contact the headteacher via the main school office 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 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 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 by a senior member of staff and appropriate action taken depending on the specific context and circumstances of the repeated breaches.

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 Governors / Trustees

The Board of Trustees 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 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 on an annual basis. At every review, it will be approved by The Board of Trustees.

7. Links to other policies

This policy is linked to our:

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