



UNIFORM POLICY

INSIGHT MAT POLICIES AND PROCEDURES

CHANGE CONTROL

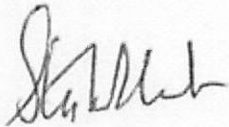
<i>Date</i>	<i>Issue</i>	<i>Details of change</i>
Spring 2025	0.a	Initial Draft
Spring 2025	1.0	Approval at Board Meeting 26 th March 2025

Next Review	Spring 2027
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AUTHORISATION

Approved at Board Meeting on 26th March 2025

Signed:



26.03.2025

Chair of Board

Date

Uniform Policy

Introduction

Whilst this policy pertains to all employees and, as appropriate, Governors, Trustees, Members, contractors, visitors and volunteers connected with Insight Multi-Academy Trust (IMAT), Local Academy Committees (LACs) of individual academies have been delegated responsibility to specify local arrangements for the operation of this policy within their academy. These are detailed within the Appendices of this policy.

IMAT believes uniform is important because it helps to develop a sense of personal pride and forms good habits for a student's journey into adult life. It also believes that school uniforms are important in distinguishing students from different social and economic backgrounds. They also promote community, discipline, and help students feel a sense of belonging and unity. Uniforms can help schools set an appropriate tone for education and promote good behaviour. On a practical note they can save time by eliminating the need to plan outfits.

The policy covers the expectations of the Insight MAT in conjunction with Department for Education statutory guidance issued under the Education (Guidance about Costs of School Uniforms) Act 2021. It will highlight how schools within the Insight MAT will continue to have high standards of uniform whilst following the statutory guidance.

The Insight MAT will therefore adopt this policy as a commitment to ensure the cost of school uniforms is reasonable and secures the best value for money.

Aim

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
- Insight MAT'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, schools within the Insight MAT will:

- Make sure that our uniform costs the same for all students.
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)

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- Allow all students to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow students to wear headscarves and/or other religious garments
- Allow students with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Avoid listing uniform items based on sex, to give all students the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents/carers to get in touch with the Senior member of staff within individual schools who has the overarching responsibility for uniform, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

Key Elements

Statutory Responsibilities

The Insight MAT 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. Details of the school uniform and expectations relating to students' appearance can be found on each school's website.

We will make sure that the uniforms expectations for schools within the Insight MAT:

- Are available at a reasonable cost.
- Provides the best value for money for parents/carers

Schools will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible to a blazer and PE top
- 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 students 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

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- 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 students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

Governor Responsibilities

The Local Academy Committee (LAC) will review this policy and make sure that it:

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

The LAC 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.

Headteacher Responsibilities

The headteacher will ensure that uniform expectations and guidelines are clear and easily understood. They will ensure that these are shared with all stakeholders.

Staff Responsibilities

Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply but will follow up with pastoral leaders if the situation does not improve.

Ongoing breaches of the uniform policy will be dealt with.

In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

Parents' and Carers' Responsibilities

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

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Parents/carers are also expected to contact the senior member of staff who has the overarching responsibility for uniform, 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 the school's complaints policy

The school will work closely with parents/carers to arrive at a mutually acceptable outcome.

Students Responsibilities

Students are expected to wear the correct uniform, including following rules about jewellery, make-up and hair styles/colour, at all times 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)

Students are also expected to contact senior member of staff who has the overarching responsibility for uniform if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Links to other policies

This policy is linked to our:

- Achievement & Positive Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy

Monitoring and Evaluation

The Staffing and Standards Sub-committee of IMAT Board will review this policy biennially or more frequently if circumstances or legislation suggest it is appropriate.

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Appendix A

Uniform Rules at Sir Graham Balfour School

We believe uniform is important because it helps to develop a sense of personal pride and form good habits for a student's journey into adult life. As a school our aim is for an inexpensive and sensible uniform which identifies our students as part of the Sir Graham Balfour community. Our rules on uniform are simple and straightforward and we urge parents to support the school in ensuring a high standard of appearance at all times.

Boys and Girls Uniform		Comment
Blazer	Navy blue blazer with SGB Crest on chest pocket and sleeves rolled down.	NO student is permitted to not wear their blazer in and around school except during extremely warm weather. Students have a choice whether to wear their blazer during lessons. Blazer sleeves are NOT allowed to be rolled up. Parents will be notified if blazers do not need to be worn in times of warm weather.
Trousers	Standard dark grey trousers.	NO hipster, skinny, flared trousers, jeans or trousers with exposed fashion buttons, laces or zips.
Belts	Plain black belt.	NO large belt buckles.
Skirt	Dark grey knee length skirt.	NO jersey skirts (e.g. tube skirt) and skirts MUST NOT be rolled up.
Shirt	White cotton shirt or blouse. These may be either long or short sleeved but must be capable of being tucked into trousers or skirts and must be tucked in at all times. There must be a top button that can be done up so that the clip-on tie can be attached.	NO short fitted blouses or un-tucked shirts.
Jumper/ Cardigan	Navy blue "V" necked sweater or cardigan (optional) worn underneath their blazer.	NO round neck, black, hoodies or other jackets to be worn under the blazer.
Tie	School Tie – Clip-on with House colour.	NO ties unclipped or positioned lower than the top button in school.
Socks	Plain, dark socks (Black or Grey).	NO coloured socks or leggings.
Tights	Black, grey or flesh coloured.	NO patterned tights, lace tights, fishnet tights, coloured tights or footless tights.
Shoes	Sensible, plain, black leather or PVC leather school shoes with sensible heels (height – less than 3cm). They must be plain black shoes and if they have laces they must be black.	NO fabric, canvas, trainers, sports shoes, pumps, sandals, creepers, wedges, dance slippers, sling backs, mules or boots.
Coat	Plain coats are recommended but not compulsory. Coats to be worn over uniform to and from school.	NO coats worn in school and they must not have inappropriate logos.
Bag	Large enough and strong enough to carry the necessary books.	NO small handbags that cannot fit books.
Make up	Subtle make-up is acceptable – this is natural foundation and includes clear nail varnish and a subtle coat of mascara.	NO blusher or bronzer. NO thickly coated eyelashes, false eyelashes, eye shadow, eyeliner or heavily pencilled in

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		eyebrows. NO false nail extensions, clip-on nails or coloured nail varnish. Teachers reserve the right to ask students to remove excess make-up at their discretion.
Hair Styles	Sensible hair styles.	NO extreme hair colour or styles /shaved patterns (natural tones only).
Hair Accessories	Plain, dark blue or black hair bands or bobbles.	NO coloured hair bands, bobbles or large flowers.
Jewellery	A watch and one small plain gold or silver stud per ear. All other body piercings (tongue, nose, lips, belly button, eyebrow etc.) are forbidden on the grounds of health and safety in and around school. A religious bangle may be worn and any religious necklace can be worn underneath the shirt, to be confirmed in writing by the parent.	NO large earrings, ear gauges, ear cuffs, dangly earrings or fashion earrings. NO bangles, bracelets or non-charity Wristbands. NO rings.
Contact Lenses or Glasses	Prescription lenses and glasses only.	NO coloured contact lenses or fashion glasses.

PE Uniform

PE Outdoor Kit:	Quarter Zip Black Track Top with SGB Crest (optional), Black Shorts (NOT tight shorts or cycling shorts), Royal Blue Football Socks, Football Boots (for Rugby and Football only), Shin Pads, Outdoor Trainers, Gum Shield (for Rugby only)	Optional Outdoor Kit: Black Tracksuit Bottoms, Royal Blue or Black Long Sleeved Base Layer.
PE Indoor Kit:	Royal Blue T-Shirt with SGB Crest, Black Shorts (NOT tight shorts or cycling shorts), Royal Blue Football Socks, Indoor Trainers	

All students must bring their PE kit to every lesson and get changed. If they are ill or injured there is still always something that they can do. The only time that we do not expect a student to get changed is if they bring in a doctor's note. **All jewellery and piercings must be removed.**

The school reserves the right to confiscate items that are being worn or used inappropriately and can ban unforeseen items that may come under 'fashion items' but are not specifically stated in our uniform code.