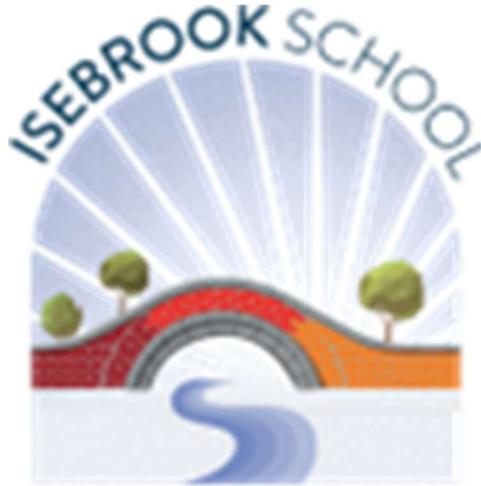


Isebrook School

Uniform Policy



ABOUT THIS DOCUMENT:

Purpose

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

Complied by: Michelle Brett	Date: June 2025
Committee:	Date agreed by
Review Cycle: every 2 years	Review Date: June 2027

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Wellbeing in our Trust

We are all affected by poor physical and mental health at times during our lives and it is important the appropriate support is available in a timely manner.

Health and wellbeing is everyone's responsibility and we encourage an open and honest culture whereby anyone can discuss any issues they may have.

The Trustees of Creating Tomorrow take the health and wellbeing of all employees seriously and are committed to supporting our staff. The Trustees ensure that support for staff is available through:

- Effective line management
- Commitment to reducing workload
- Supportive and professional working environments

Employee support program Education Support: telephone number 08000 562561 or website www.educationsupport.org.uk

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1. Intent and 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. Legislation and Guidance

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 students 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 students
 - Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
 - Allow all students to style their hair in a way that is appropriate for school and makes them feel most comfortable
 - Allow students to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
 - 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
 - Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents/carers to get in touch with SEND and Inclusion Lead Lynn Johnston ljohnston@isebrookschool.co.uk who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

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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 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: for example, by only asking that the jumper features the school logo
- 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
- 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

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- Consulting with parents/carers and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for school uniform

Our policy encourages voluntary wearing of school uniform. Dressing skills are an important part of our Preparation for Adulthood curriculum so our uniform is practical and sensible and adaptable for all of our students.

We encourage students to take responsibility for their appearance and support their understanding of the sense of community that a school uniform brings.

Isebrook School uniforms are supplied by yourschooluniform.com

Expectations for our school community

Students

Students are expected to take responsibility for their appearance, with support where needed, and to follow uniform guidelines 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)

Parents and carers

Parents and carers are expected to support students to take responsibility for their appearance and have suitable PE kit. We do expect students to have comfortable clothes, 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 Lynn Johnston at ljohnston@isebrookschool.co.uk 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.

Staff

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.

5.4 Governors

The 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 students

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Monitoring Arrangements

This policy will be reviewed every 2 years and at review will be reviewed by the full governing board.

Links with other Policies

This policy is linked to our:

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

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Appendix 1

Isebrook Uniform Guidelines

Our policy encourages voluntary wearing of school uniform.

We encourage students to take responsibility for their appearance and support their understanding of the sense of community that a school uniform brings.

Students should wear:-

Skirts or Trousers or shorts:	Black or grey
Shirt or Polo Shirt:	White or grey
Jumper, sweatshirt or cardigan:	Black

PE:	Black shorts or PE skirts and white t-shirt
Games:	Suitable outdoor clothing, including football boots

General Guidance

- Necklines & clothing should completely cover underwear with no underwear showing
- Shoulders must be covered
- Midriffs and backs must be covered
- Appropriate footwear must be worn for health and safety reasons
- No see-through or ripped clothes
- No graphics and images that promote the use of alcohol or drugs, swearing, gangs or attacks on the identity of individuals or groups.
- No jeans, leggings or hotpants (extremely short shorts)