

Concordia Academy School Uniform Policy

Audience:	Parents, School Staff, Local Governing Bodies and Trustees
Approved:	Local Governing Body
Other related policies:	Complaints Procedures Policy Behaviour Policy
Policy owner:	Raheel Akhtar
Review:	
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Concordia Academy believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils.

This policy lays out the measures the school has taken to ensure a consistent, fair, and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils and is affordable and the best value for money for the school and pupils' families. We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

Why is school uniform significant at Concordia?

Our policy on school uniform is based on the belief that school uniform:

- promotes a sense of pride in our school;
- helps to create a sense of community and belonging towards the school;
- identifies the children with the school;
- supports our commitment to inclusion;
- is practical and smart;
- is considered good value for money by most parents.

Roles and Responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive and does not disadvantage any pupil by virtue of their protected characteristics or socioeconomic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's ['Cost of school uniforms'](#) guidance.
- Processing and approving any eligible school uniform assistance requests.

The headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g., school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g., school identity and community.

Cost Principles

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will consider the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- Looked After Children (LAC) and Previously Looked After Children (PLAC).

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g., shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps variations in school uniform for different groups of pupils, e.g., year group-specific items or house colours, to a minimum where possible to ensure that pupils can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. We offer some uniform with branded logos such as school jumpers, sweatshirts and other outerwear but with all remaining uniform there is no expectation to wear the logo-branded version and for all these items a more cost-effective choice from a local supermarket or shop is also acceptable.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school works with a local uniform supplier to obtain the best value for money possible. The majority of our uniform can be purchased from a local supermarket to ensure affordable options are available.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

Equality principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously and aims to ensure that the uniform policy is

as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in the section 'Cost Principles'.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- Are transgender, including non-binary pupils.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the law.

The school ensures that pupils who are required to follow certain dress requirements, e.g., by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g., ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

Complaints and Challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Policy. To make a complaint, parents should refer to the Complaints Policy and follow the stipulations outlined.

When a complaint is received, the school will work with parents to arrive at a mutually acceptable outcome. Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

School Uniform Supplier

Our current school uniform suppliers are:

<https://myclothing.com/>

and

Havering Schoolwear
160-162 Hornchurch Road, Hornchurch,
RM11 1QH
01708 767890

Uniform without logos can be purchased from any provider including supermarkets.

Uniform is an important part of a school's identity. It reinforces who we are as a community and helps allow pupils to feel pride in their school. We want our pupils to have high expectations at all times, and we ask for your support in this matter. It is essential that the correct uniform is worn, including footwear, and this is checked regularly.

School Uniform List

Black trousers or shorts
Black skirt or pinafore dress
White shirt or polo shirt
Navy blue sweatshirt
Navy blue fleece
Navy blue cardigan
Black shoes – **not trainers**

Uniform Assistance

The school supports vulnerable families in meeting the costs of uniforms. The budget for the school uniform assistance scheme comes from [pupil premium funds](#). To claim school uniform assistance, parents should be eligible for [FSM](#). Eligibility is determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil. Please speak to the Family Liaison & Inclusion Officer if you need assistance with uniform.

Non-compliance

Staff members are permitted to discipline pupils for breaching this policy, in accordance with the school's Behaviour Policy. We offer gentle reminders in the first instance and then send letters home to remind parents and carers of the expectations for uniform and any breaches in the uniform policy.

Appendix 1 – Additional Information

- Pupils are not allowed to wear nail varnish or make-up.
- Any hair bows or clips must be of a small size and in keeping with the school colours.
- The wearing of jewellery in school is discouraged for safety reasons and the Academy cannot be responsible for any loss or damage.
- Coats and jackets should have a strong hanging loop so that they may be hung in the classroom. Coats and jackets should also be clearly labelled.
- PE kits cannot be left in school due to lack of space in classrooms.