Batley Multi Academy Trust

Uniform Policy

Batley Multi Academy Trust

Approved by: Board of Trustees	**Ratified:** September 2026
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Reviewed by: CEO	

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Review date	Changes made	By whom	Date shared
September 2024	Creation of Trust wide policy	CEO	September 2024
September 2025	Annual review	CEO	September 2025
July 2026	Review in line with new statutory guidance	CEO	September 2026

Aims
This policy aims to:

- Set out Batley Multi Academy Trust's (the Trust) approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents/carers;
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010;
- Clarify our expectations for school uniform.

Guidance
The Trust has considered its duties in line with the DfE's guidance on Developing a School Uniform Policy and the Cost of School Uniforms.

Our 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 Trust will:

- Make sure that our uniform costs the same for all learners.
- Allow all learners to have long hair (though we reserve the right to ask for this to be tied back).
- Allow all learners to style their hair in a way that is appropriate for school and makes them feel most comfortable (though we reserve the right to ask for this to be tied back).
- Allow learners to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment.
- Allow learners to wear headscarves and/or other religious garments.
- Allow learners 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 learners the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender.

Limiting the cost of school uniform
Our Trust 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.
- 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 learners 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 years.
- 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.
- Consulting with parents/carers and learners on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

Expectations for school uniform
Information on uniform expectations and where to purchase it can be found on each school's website.

Learners
Learners 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)

Learners are also expected to contact the school's Designated Safeguarding Lead if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Parents/Carers
Parents/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/carers are also expected to contact the school's Designated Safeguarding Lead 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 Complaints Procedure

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

Staff
Staff will closely monitor learners to make sure they are in the correct uniform. They will give any learners and families breaching the uniform policy the opportunity to comply, but will follow up with the Trust Headteacher if the situation doesn't improve. Ongoing breaches of our uniform policy will be dealt with by the relevant behaviour for learning policies.

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

Trustees
The Board of Trustees will review this policy and make sure that it:

- Is appropriate for our schools' context
- Is implemented fairly across our Trust family of schools
- Takes into account the views of parents/carers and learners
- Offers a uniform that is appropriate, practical and safe for all learners

The Board will also make sure that each school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts.

Monitoring Arrangements
This policy will be monitored by the CEO and approved by the Board of Trustees.