

# School uniform policy

EOTAS Swindon

**Approved by:** IEB – Management Committee

**Date:** 22 September 2022

**Last reviewed on:** February 2026

**Next review due by:** February 2027

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### 1. 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. 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 sex, race, religion or belief, 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Head of Centres at each of our sites, who can answer questions about the policy and respond to any requests

### 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 free or at a reasonable cost
- Provides the best value for money for parents/carers
- We will do this by:
  - Providing students with the logo's parts of the uniform free of charge on admission and at the start of the year, if needed
  - Carefully considering whether any items with distinctive characteristics are necessary
  - Limiting any items with distinctive characteristics where possible for example, only the polo shirt and jumper have the logo.
  - 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 leveler.
  - Avoiding different uniform requirements for different year groups.
  - Avoiding different uniform requirements for extra-curricular activities
  - 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

- Grey logo'd polo shirts and jumpers are required with the appropriate college logo.
- Grey logo'd fleeces are optional
- Trousers or skirts should be black and should not contain logo's or other markings. Leggings, jeans or shorts are not acceptable.
- Expectations for jewellery and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010)
- No jewellery should be worn to school except for: one pair of stud earrings (no multiple studs), a single small religious symbol will be permitted and respected.
- Traditional head wear associated with learners' own religious practices is permitted
- Long hair should be tied back with a sensible bobble.
- Shoes should be all black with no logos nor alternative coloured branding. All black leather/leatherette trainers are acceptable.
- Shoes should not have 'high' heels or platforms.
- Jumpers do not need to be warm during warmer weather, but polo shirts should be all year round.

## 4.2 Where to purchase it

- Parents and carers can obtain the uniform, from EOTAS office on each site. A set of logo'd shirts and jumpers will be issued free of charge on admission. Further new sets can be purchased from the school office, and second hand clothes can also be acquired free of charge.
- Trousers, skirts and shoes can be purchased from supermarket chains

## 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 also expected to contact their Head of Centre 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 Head of Centre 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. Where pupils' clothing does not meet the guidelines issued, the pupil will be provided with clean clothing by the school to change in to.

If a pupil refuses to accept uniform provided by the School, then a phone call home will be made, and the parent/carer will be requested to either bring suitable uniform to school

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 Management Committee

The management committee 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 annually by the Senior Leadership Team. At every review, it will be approved by the Management Committee.

#### 7. Links to other policies

This policy is linked to our:

- 25. Trauma informed relational behaviour policy
- 19. Equality and Diversity
- 03. Anti-bullying policy
- 08. Complaints policy

