



Axbridge C of E Academy

Together We Inspire, Thrive & Excel

School Uniform Policy

Approval Date: September 2024

Review Date: September 2027



Axbridge C of E Academy

School Uniform Policy

This policy will be reviewed by the Local Partnership Board every three years.



Signature:

Name: Dominic Shillabeer

Position: Headteacher

Date: 15/09/2024



Signature:

Name: Toni Hael

Position: Chair of Local Partnership Board

Date: 15/09/2024





Axbridge C of E Academy

Together We Inspire, Thrive & Excel

At Axbridge Church of England Academy, all policies and practices are rooted in our Christian vision and ethos. Our work as a school community is guided by the words of Jesus:

"I have come so that you may have life, life in all its fullness."

John 10:10

This vision underpins our commitment to enabling every child and adult to flourish academically, socially, emotionally, spiritually, and morally, within a safe, inclusive, and aspirational learning environment.

Our Christian values of **Community, Love, and Courage** shape the way we live and work together each day. They inform our relationships, our expectations, and our approach to teaching, learning, behaviour, and care. Through Community, we foster a sense of belonging, partnership, and mutual respect. Through Love, we promote kindness, compassion, dignity, and forgiveness. Through Courage, we encourage resilience, honesty, ambition, and the confidence to do what is right, even when it is challenging.

Our school motto, **"Together We Inspire, Thrive and Excel,"** reflects our belief that children achieve their very best when they feel valued, supported, and inspired within a strong and caring community. Working together with pupils, families, staff, partners and the wider community, we strive to provide opportunities that enable all learners to thrive and excel.

1. Aims

1.1 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 Academy uniform

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2. Our Academy's legal duties under the Equality Act 2010

2.1 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.

2.2 To avoid discrimination, our Academy 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 style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils 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 pupils or their parents/carers to get in touch with the school office, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. Limiting the cost of Academy uniform

3.1 Our Academy 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.

3.2 We understand that items with distinctive characteristics (such as branded items, or items that need to have an Academy 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.

3.3 We will make sure our uniform:

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

3.4 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 t-shirts and polo-shirts no longer carry the school logo.
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items
- 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 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 Academy's uniform can act as a social leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling 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 pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for Academy uniform

4.1 Our Academy's uniform

Branded items that are required:

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- Whilst we encourage our pupils to wear a branded School Jumper or cardigan, we will allow a plain burgundy jumper or cardigan.

Branded items that are optional:

- School hoody for sport
- School fleece
- School book bags (one book bag is given for free to each child when they start the school, further book bags can be purchased)

Further uniform:

- White polo shirt to wear under jumper/ cardigan.
- Grey trousers/ shorts / skirts / tights / pinafore
- Checked burgundy (or red) and white summer dress

PE Kit:

- Plain white t-shirt
- Unbranded plain black or maroon shorts / skirt
- Unbranded plain black or maroon jogging bottoms can be worn when the weather is colder.
- Trainers are worn for P.E. only. Trainers with raised heels, clogs or mules should not be worn.
- In the interests of safety, no jewellery - chains, rings or decorative earrings - may be worn in school. Stud earrings for pierced ears are acceptable and will be taped up during PE. Standard 'non-toy' watches may be worn although the school cannot take responsibility for them and they must be removed for P.E. lessons. Children will not be allowed to wear smart-watches that have 4G or 5G/messaging/picture taking capability. A 'Fitbit' style watch that counts steps is acceptable. Nail polish and temporary tattoos are not acceptable as part of the school uniform.

Shoes

- It is important that children wear plain black shoes to school.
- Closed sandals that are supportive and are in an appropriate colour are acceptable, but please ensure that these are not open-toed as it increases chance of injury and tripping and are not suitable for playtimes.
- Children are all provided with a free book-bag upon starting school. They are allowed to purchase a new school branded book bag, or choose to purchase their own school bag if this initial book-bag is lost, damaged or breaks.

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- Children can wear sensible coats that ensure they are protected against the weather in an appropriate way.
- When the weather is warmer the school will encourage the wearing of plain hats and sun-cream.
- When the weather is colder, the school will provide updates to parents and may request additional clothing, such as thicker jogging bottoms for PE, hats, scarves and gloves.
- At certain times of the year and in certain year groups, the teacher may request specific items of clothing to support with an activity, trip or event. We will look to minimise the impact of this wherever possible.

4.2 Where to purchase it

- Branded school uniform is available from the school office only. This is open from 8:50am - 3:40pm every school day.
- The school PTA runs regular second-hand uniform sales throughout the year, for example: for new starters at the beginning of the year, Christmas, Summer fete and other impromptu opportunities.
- The Axbridge PTA can be contacted through their Facebook page to deal with any uniform queries - <https://www.facebook.com/groups/213230202134084/>
- If there is a financial issue regarding uniform, then please contact Mrs Page, Mrs Crompton or Mr Shillabeer; such matters will be treated confidentially.
- Children in receipt of Pupil Premium receive support towards the purchase of new school uniform costs. Please speak to Mrs Crompton or email the school office on office@axbridgefirstschool.co.uk

5. Expectations for our Academy community

5.1 Pupils

5.1.1 Pupils are expected to wear the correct uniform at all times (other than specified non-uniform days) while:

- On the Academy premises
- Travelling to and from our Academy
- At out-of-school events or on trips that are organised by the Academy, or where they are representing the Academy (if required). We will inform you

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if you do not need to wear Academy uniform when on an external trip or visit

5.1.2 Pupils are also expected to contact the Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents and carers

5.2.1 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

5.2.2 Parents/carers are also expected to contact the Headteacher if they have concerns about the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

5.2.3 Disputes about the cost of the Academy uniform will be:

- Resolved locally
- Dealt with in accordance with our Trust complaints policy

5.3 Staff

5.3.1 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, but will follow up with the headteacher if the situation doesn't improve.

5.3.2 Ongoing breaches of our uniform policy will be dealt with in line with our behaviour policy.

5.3.3 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 Local Partnership Board

5.4.1 The Local Partnership Board will review this policy to make sure that it:

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

5.4.2 The Board will also make sure that the Academy'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.

