

## Uniform policy for DEMAT academies

Policy type	Statutory
Author/Reviewer	Steve Davis, Trust Behaviour Lead
Approved by	Adrian Ball, CEO
Date of approval	
Date of next review	1.4.2027
Review cycle	EVERY TWO YEARS Policies will be reviewed in line with DEMAT's internal policy schedule and/or updated when new legislation comes into force
Description of changes	<ul style="list-style-type: none"> <li>▪ Updated the version control information</li> <li>▪ SECTION 5 Legal duties amendments <ul style="list-style-type: none"> <li>▪ First bullet – removed reference to gender reassignment and to 'self-identified gender' and made the reference to pupil 'sex or gender'.</li> <li>▪ Removed original third bullet point about long hair.</li> <li>▪ Third bullet point – amended reference to pupil's own hair style choice to reflect that this was within what was appropriate for school.</li> <li>▪ Fourth bullet point – removed reference to gender reassignment.</li> <li>▪ Added in Equality Impact Assessment SECTION 7</li> </ul> </li> </ul>

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## 1. Application of this Policy

The policy is applicable to DEMAT academies.

## 2. Relationship with DEMAT Values

The application of this policy must be always applied in a way that reflects the values of DEMAT and our Christian Ethos:

Love – We engender love and tolerance between and for our staff, pupils and others to foster an inspiring atmosphere of mutual support.

Community – We are committed to ensuring our schools are a living part of the community and contribute positively to its needs.

Respect – We do everything to provide a caring, safe and secure place for our staff and pupils to be happy and respected in our schools so they may achieve their potential.

Trust – We acknowledge accountability and responsibility for our actions and ensure that we encourage each other to make brave decisions and then learn from any mistakes.

Ambition – We are determined that our schools offer a place for the joy of learning, enabling those of all abilities to thrive and go on to lead rewarding lives.

## 3. Version control

No.	Status of document/changes	Prepared by	Reviewed by	Approved by	Date of approval	Review Date
1.	Initial position	Governance Team	Chief Executive Officer			
2.	Review April 2025	Education Team	Steve Davis, Trust Behaviour Lead	Chief Executive Officer		

This document will be reviewed every two years.

## 4. Policy Statement

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.

## 5. Legal duties of DEMAT Academies 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, all DEMAT academies will:

- avoid listing uniform items based on sex or gender, to give all pupils the opportunity to wear the uniform they feel most comfortable in.
- make sure that our uniform costs the same for all pupils within a school.
- allow all pupils to style their hair in a way that is appropriate for school but within this makes them feel most comfortable.
- allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex or gender.
- 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 contact the appropriate member of an academy's senior leadership team, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

## 6. Limiting the cost of school uniform

DEMAT Academies have a duty to make sure that the uniform they require is affordable, in line with statutory [guidance](#) from the Department for Education (DfE) on the cost of school uniform.

They will make decisions about their school uniform considering:

- Pupil demographics.
- The uniform of neighbouring schools or academies within DEMAT.
- The nature and characteristics of the local community.
- The views of the local communities in which DEMAT academies are located.

All Academies 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.

DEMAT Academies will make sure their uniform:

- is available at a reasonable cost.
- provides the best value for money for parents/carers.

They 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 does not 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 school'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.

## 7. Equalities Impact Assessment

### 1. The purpose of an equality assessment

The purpose of an equality assessment is to enable decision-makers to consider the impact of a material change of DEMAT policy on different individuals and communities prior to the decision being made. Mitigating actions can then be developed if adverse impact is identified.

This assessment has been drafted by the Policy Owner and has been reviewed by DEMAT CEO.

### 2. The legal context

Public authorities have a duty under the Equality Act 2010 to consider the implications of proposals on people with protected characteristics. The Act states that public bodies must pay due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it;
- Foster good relations between people who share a relevant protected characteristic and people who do not share it.

### 3. The assessment process

This assessment comprises two phases:

- Phase 1 – evidence is gathered on implications of implementation of the policy
- Phase 2 – the results are analysed. If the assessment indicates that the policy may impact adversely on people with protected characteristics, mitigating actions are identified.

When completed, the findings are provided to decision-makers, to enable any issues to be considered before a decision is made.

### 4. The objective of the policy

- 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.

### 5. Who is affected by this proposal?

The policy will affect adults, children and staff with the following protected characteristics:

	<u>Likely to be affected</u>
People of all ages	NO
A specific sub-group	YES
Disability	YES
Gender reassignment	YES
Marriage/civil partnerships	NO
Pregnancy and maternity	NO
Race	YES
Religion/belief	YES
Sex	YES
Sexual orientation	NO
A specific sub-group	YES

## 6. Potential impact

The expected impact of the intended policy under Equalities Legislation is the following:

- The requirement to wear specified clothing may impact on groups with protected characteristics as they may not be willing or able to wear the clothing specified.

### **Accessibility considerations arising out of the Policy**

## 8. Other Relevant Information

A list of uniform items and where to purchase them will be displayed on each academy website.