



UNIFORM POLICY FOR DEMAT ACADEMIES

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Contents

1. Application of this Policy	3
2. Relationship with DEMAT Values	3
3. Version control	3
4. Policy Statement	3
5. Legal duties of DEMAT Academies under the Equality Act 2010	4
6. Limiting the cost of school uniform	4
7. Other Relevant Information	5

1. Application of this Policy

The policy is applicable to DEMAT academies.

2. Relationship with DEMAT Values

The application of this policy must be applied at all times 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			

This document will be reviewed on annual basis.

For all questions in relation to this policy please contact the DEMAT Governance team on governance@demat.org.uk.

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, 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 a way that is appropriate for school and 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, 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 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 taking into account:

- 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. Other Relevant Information

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