



Cornerstone Academy Trust

School Uniform Policy

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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:

- 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 but for boys to wear swimming trunks and for girls to wear a full swimming costume
- Allow pupils to wear headscarves and other religious or cultural symbols
- Be largely gender neutral and give all pupils the opportunity to wear the trousers, shorts, jumpers and cardigans, but will not permit the wearing of dresses and skirts by boys as this is not currently considered a gender neutral act
- 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 School via the school office, 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 regarding the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that must 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 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, for example, the school jumper features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, if 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 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
- 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 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

At Cornerstone we wish to ensure there is a consistent approach to school uniform and a clear understanding for all parents across all schools.

The key points are outlined below:

1. We wish all children to be wearing smart black school shoes and not black trainers.
2. All children need a logoed school jumper or school cardigan that should be worn to school every day.
3. All children should wear a white polo shirt. A logoed polo shirt is available; this is our preferred option, although this is optional.
4. We would like grey trousers (for boys and girls) /grey skirt (for girls), or in the summer term a checked royal blue dress (for girls). Some children do wear black trousers, but the preference is grey.

5. All children should have a PE kit consisting of a logoed navy t-shirt with navy sports shorts and navy socks. On colder days the children will need the logoed navy hoody with matching navy jogging trousers. We have differentiated the colour from the uniform to ensure that children do change and that they do not get their school uniform sweaty or dirty.

6. Children will need to wear trainers (rather than plimsolls) for PE. These can be any make and any colour but affordable and good quality.

7. From Year 1 upwards we require children to have a pair of football boots for use in the winter months on the field. Football boots can be of any style. Children who are doing such activities, but don't have boots will be unable to participate in the lessons. Parents and guardians will be informed in good time, when their child is expected to do a field-based sport. We understand there is a cost implication however, football boots in the wet, winter months are required for health and safety. Trainers are not adequate footwear and when they get muddy, the mud is transferred on to the playgrounds and indoors which creates further issues for the school.

8. There are a range of other school uniform options including the reversible school fleece, a school cap for the summer, a book bag and a school ruck sack. The book bags are provided to all new intake children, however if they are lost and need replacing then these will need to be purchased.

9. In year groups where children have access to their own locker, a Cornerstone branded school bag is a compulsory requirement of school uniform. The size of bag needed to fit inside the locker is very specific, and such, we cannot have a range of bags being brought in. If a bag is too big to fit inside the locker, and is left on the floor of the corridors, this would cause a health and safety risk.

Please note you can order school uniform from the Wisepay shop. You can get to this by going to the school website and clicking on the 'Wisepay' link on the front page. The uniform will then be delivered to school for you to collect.

We do not carry a stock of spare uniform (including PE kit). If your child is in an afterschool activity but does not have their right clothing to participate then we will place them into the after school care provision and you will be charged at the published rates.

Where to purchase uniform

All items can be purchased from a shop of your choice, except for items with a logo.

- Logo uniform and PE kit is available at Thomas Moore, Fore Street, Exeter or via www.thomasmooretoymaster.co.uk
- Second-hand uniform is available through the school

As a Trust we offer some free uniform items for Pupil Premium children consisting of:

- 1 x school jumper
- 1 x PE hoody
- 1 x PE polo shirt
- 1 x PE shorts
- 1 x pair PE socks

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 the Head of School 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 School 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 the Trust's complaints policy

Schools 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 but will follow up with the Head of School if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with under our school behaviour policy.

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 Trustees

The Trustee board will review this policy and make sure that it:

- Is appropriate for each school's context
- Is implemented fairly across all schools

- Considers 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 Trust's uniform supplier arrangements give the highest priority to cost and value for money.

6. Monitoring arrangements

Should there be new Government guidance issued during the year, this policy will be reviewed. However the policy will be reviewed at least annually by the CEO. At every review, the Full Trust Board will approve it.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy