ASHLEY COLLEGE

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:

- 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, if applicable, 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 headteacher, who can answer questions about the policy and respond to any requests

3. LIMITING THE COST OF SCHOOL UNIFORM

As an interim provision Ashley College 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, and does not pose an unreasonable additional expense to parents.

In light of this we do not have branded uniform items but instead request that our pupils wear a pale blue polo shirt alongside the rest of their mainstream school uniform.

To fulfil our aim of not adding extra expense on parents we have the polo shirts available to purchase from our admin office at a very reasonable cost. For any pupil premium child we provide their first 2 polo shirts free of charge.

Pupils are also requested to bring suitable attire on the days they have PE or yoga.

From September 2026, schools must limit the number of compulsory branded items of uniform and PE kit to 3 or fewer. Secondary and middle schools may also have a tie as a 4th compulsory branded item.

Ashley College complies with this requirement. All uniform items are generic and can be purchased from any retailer

This means we are well within the legal limit and provide excellent value for money for families.

3.1 Procurement and Value for Money

Ashley College is committed to securing the best value for money for families when procuring our polo shirts.

We:

• Regularly review the cost and quality of our polo shirts
• Compare prices with alternative suppliers to ensure we are offering competitive pricing
• Negotiate with suppliers to keep costs as low as possible
• Provide polo shirts at cost price (or below) to families, with no profit margin added
• Offer free polo shirts to pupil premium families

Our Management Committee reviews our uniform procurement arrangements regularly to ensure we continue to offer the best value for money.

4. EXPECTATIONS FOR SCHOOL UNIFORM

4.1 Our School's Uniform

As the vast majority of our children are dual registered Ashley College does not have branded uniform items.

We ask that all centre pupils dress in a smart, appropriate manner and the following uniform requirements apply:

- All students must wear their light blue polo shirt (can be purchased from reception)
- School trousers, school knee length skirt in black or dark grey
- No jeans, leggings, non-school shorts or ripped trousers are permitted

- **Plain** black or dark grey jumper, cardigan or sweatshirt
- No fashion/sports labels/logos
- No hoodies are allowed
- Sensible and comfortable footwear; trainers, boots or typical school shoes
- No sliders, high heels, sandals, clogs or Crocs
- If jewellery is worn, please ensure that it is discrete; a pair of studs or sleepers are permitted for earrings
- A subtle nose stud is permitted but all other facial piercings need to be removed
- If make-up is worn, please ensure that it is subtle
- No hats, hoods or sunglasses are allowed indoors
- No bare shoulders or midriffs
- No long or acrylic nails.

For PE, which is a compulsory part of the curriculum, all pupils must bring a change of clothes to wear that are comfortable and not outlandish. Appropriate footwear must be worn during the activity. Please note that strappy tops or string vests are not permissible.

Home tuition pupils are not required to wear a uniform but we ask that families support their child in wearing appropriate clothing (no shorts, night wear, crop tops or bare shoulders).

See Appendix A for school uniform poster

4.2 Where to Purchase it

- Parents can purchase polo shits from the admin office or the same colour polo shirt from a store of their choice
- Any pupil entitled to pupil premium payments will receive 2 free polo shirts at the start of their time at Ashley College.
- We do not hold any second hand polo shirts but if parents have difficulty purchasing a uniform please speak to a member of staff for support/assistance

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 headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics or medical need.

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 headteacher if they want to request an amendment to the uniform policy in relation to:

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

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

Ongoing breaches of our uniform policy will be dealt with in accordance with our school's 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 Governors/Management Committee

The governing board/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/committee will also make sure that the school's uniform sales arrangements give the highest priority to cost and value for money by ensuring research is done on a regular basis to validate value and quality.

MONITORING ARRANGEMENTS

This policy will be reviewed every 2 years by school business manager. At every review, it will be approved by the full management committee or a relevant sub-committee.

6. LINKS TO OTHER POLICIES

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement

- Anti-bullying policy
- Complaints policy

APPENDIX A – School Uniform Poster

UNIFORM CENTRE PUPILS - ACADEMIC YEAR 2026 - 2027

UNIFORM

- All students must wear their light blue polo shirt (can be purchased from reception).
- School trousers, school knee length skirt in black or dark grey.
- No jeans, leggings, non-school shorts or ripped trousers are permitted.
- **Plain** black or dark grey jumper, cardigan or sweatshirt.
- **No** hoodies are allowed
- Sensible and comfortable footwear; trainers, boots or typical school shoes.
- No sliders, high heels, sandals, clogs or Crocs.
- No fashion/sports labels/logos
- If jewellery is worn, please ensure that it is discrete; a pair of studs or sleepers are permitted for earrings.
- A subtle nose stud is permitted but all other facial piercings need to be removed.
- If make-up is worn, please ensure that it is subtle.
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