

Reaside Academy

Uniform Policy and Guidance



Author	Revision Number	Review Date
S Rich	1	10/9/2026

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1 Introduction and 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.

- 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 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 Head Teacher, who can answer questions about the policy and respond to any requests

3 Limiting the Cost of School Uniform

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 on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have 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' ability to 'shop around' for a low price.

We make sure our uniform:

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

We 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 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 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 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

At Reaside, we want our children to look smart when at school and feel proud to wear their uniform. Our school uniform list is:

- A royal blue jumper or cardigan
- A white or blue polo shirt or shirt
- Grey or black trousers or shorts or skirt or pinafore (or a Blue Gingham Dress)
- Grey, black or dark socks or tights
- Black, flat and comfortable shoes

PE Kit.

Children come to school dressed ready for PE on their PE days. Our school PE kit (to be worn on a PE day) is:

- A royal blue jumper, cardigan or hoodie
- A plain white t-shirt or polo shirt
- Black, or navy tracksuit bottoms or PE shorts
- Trainers/pumps suitable for indoor or outdoor PE

All items should have your child's name marked onto them.

Uniform can be purchased from any supermarket or shop which sells school uniform.

If you would like branded uniform (e.g. a Branded school jumper with embroidered logo, Branded PE Tracksuit/top etc.), then you can purchase these from the following suppliers:

Online order: Kids Essentials

<https://kidsessentialsschoolwearbirmingham.co.uk/collections/primary-schools-reaside-academy>

In person order: Kids Essentials

762 Bristol Rd South, Northfield, Birmingham, B31 2NN Tel: 0121 477 0736

Our academy always has stock of donated pre-loved uniform, shoes, outdoor coats etc. that you are welcome to take from our swap shop.

We always welcome donations of pre-loved school uniform that you no longer require to pass on to others. Rubery Swap Shop (on Rubery High Street) also accept and stock donations of Reaside school uniform.

Jewellery

On health and safety grounds we do not allow children to wear jewellery (rings, necklaces, bracelets, earrings etc.) at Reaside Academy.

The exceptions to this rule are: religious bracelets, medical alert bracelets, earring studs in pierced ears and a watch, although this should not be a "smart watch" which can be linked to a mobile phone. If you feel your child will need an exception made, then you should speak to the head teacher to agree this in advance. Children must remove or cover these items during PE and games to prevent them from causing injury to themselves and others.

No makeup or nail varnish should be worn in school.



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 Teacher 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 Teacher 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 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 support needed and the opportunity to comply, but will follow up with the Head Teacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Head Teacher.

5.4 Governance

Trust Local Advisory Committee, on behalf of The Greenheart Learning Partnership board, 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 will also make sure that the school'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.

6 Monitoring Arrangements

This policy will be reviewed annually by the Head Teacher. At every review, it will be approved by the Trust Local Advisory Committee.

7 Related Policies

This policy is linked to our:

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