



# **Uniform Requirements Over-Arching Statement**

**Ratified by:**

SEAX Trust CEO- Internal Trust Statement

**Date:**

**November 2025**

**Date for Review:**

**November 2027**

**SEAX Trust aims to have a clear approach to expectations for uniform, this includes:**

- Ensuring uniform is a reasonable cost and offers the best value to parents and carers
- Explaining how we avoid discrimination in line with our legal duties under the Equality Act 2010

Each academy will ensure its 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 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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- 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

When making decisions about uniform, we will abide by the Equality Act 2010 which prohibits discrimination against an individual based on the protected characteristics, which include: sex, race, disability, age, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination our 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 in an academy
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back) and 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 to discuss adaptations with a member of staff from the individual academy.

Requests will be considered on a case-by-case basis