Uniform Policy

Updated for:	September 2026
Next review:	September 2027

James Montgomery Academy Trust

Uniform Policy

1. Statement of intent

James Montgomery Academy Trust believes that a consistent school uniform policy is vital in promoting the ethos of each of our schools, providing a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the Trust has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all our pupils, that is affordable and the best value for money for all families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

2. Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of School Uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2024) 'School Uniforms Guidance'

This policy has due regard to:

- JMAT PE Policy
- JMAT Parental Code of Conduct

This policy complies with statutory DfE guidance, to which schools must have regard under section 88 of the Education and Inspections Act 2006.

3. Roles and responsibilities

3.1 The headteacher is responsible for:

- Encouraging the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the Local Advisory Board.
- Providing appropriate considerations where necessary for individuals.
- Ensuring that no pupil is unfairly sanctioned or excluded from education for failure to wear uniform due to affordability, religious belief, or protected characteristics.

3.2 Staff members are responsible for:

- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

3.3 Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.

3.4 Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

4. Cost principles

The Trust is committed to ensuring that all uniforms are affordable and accessible to all pupils, and do not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the Trust will ensure that the uniform policy does not discourage parents from applying for a place for their child in any school.

Individual schools will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, schools will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- CLA and PCLA.

Our schools will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

Our schools keep variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum where possible to ensure that pupils can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

Our schools keep branded uniform items to a minimal level. The Trust defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where schools require an item of branded clothing, leaders will conduct an assessment to ensure prices are kept as low as possible, e.g. by offering sew or iron on logo badges for jumpers that can be bought at retailers instead of requiring special branded jumpers.

Our schools are committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

Our schools work with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does not enter into exclusive single supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The Trust expects all schools to not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

5. Equality principles

The Trust takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

Our schools will work to ensure that uniform's costs do not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

All schools will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender, including non-binary pupils.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

Our schools implement a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on individual school's records.

Our schools ensure that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. Our schools will endeavour to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher, and always in accordance with the school's Complaints Procedures Policy.

Our schools all ensure that the needs of pupils with SEND and/or sensory difficulties are considered in their uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

6. Complaints and challenges

Our schools endeavour to resolve all uniform complaints locally and informally, in accordance with the school's own Complaints Policy and Procedure.

To make a complaint, parents should refer to the Complaints Policy and Procedure and follow the stipulations outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

7. Uniform assistance

Individual schools support vulnerable families in meeting the costs of uniforms, conversations will take place between the school and families where necessary.

Second-hand uniforms are available through the school office. Parents can request these from the headteacher or other members of school staff. Parents are invited to donate their child's uniform when they no longer need it.

Parents are responsible for ensuring their child brings their PE kit to school when needed. See the school's PE Policy for more details.

Jewellery should not be worn in school. If earrings must be worn, they must be a small round stud. Hooped earrings are never permitted. If an item cannot be removed, it must be made safe by being securely taped by the pupil or parent/carer prior to the school day. The school cannot take responsibility for any loss or damage. Jewellery/earrings that are not taped, will result in children missing out on PE and physical activities including lunchtime and breaktime activities.

The school recognises that some items of jewellery may have religious or cultural significance. Where such items are worn for religious reasons, reasonable adjustments will be considered in line with the Equality Act 2010. Restrictions may apply where necessary for health, safety, or security; in these cases, appropriate alternatives (e.g. temporary removal, covering, or modification) will be agreed in discussion with the pupil and parents/carers.

For safety reasons jewellery is strictly prohibited during physical activity, including PE and swimming, and staff will take appropriate action if it is seen.

8. Labelling

All pupils' clothing and footwear is clearly labelled with their name, this helps when items are misplaced.

Any lost clothing will be taken to the lost property box in the school.

9. Monitoring and review

This policy is reviewed annually by the Trust.

10. Document history

Previous versions archived in accordance with document retention requirements.

Issue	Author/ Owner	Date Reviewed	Reviewed by	Approved by A&R Committee (date)	Comments/ Changes
V1	JMAT	July 2025	PRG	08/07/25	• Removal of governor responsibilities.
V2	JMAT	July 2026	PRG	09/07/26	• Section 2- Inclusion of reference to statutory guidance. • Section 7 – Updated section on jewellery

Key:
PRG – Policy Review Group
A & R Committee – Audit and Risk Committee