



**EVERTON**  
**FREE SCHOOL &**  
**Football College**

## **Uniform Policy**

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<b>Sub-committee:</b>	Teaching, Learning & Care (TLC)

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# Statement of intent

Everton Free School and Football College believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all students, regardless of their protected characteristics or socio-economic circumstances.

For the purposes of this policy, “**uniform**” includes the following elements of students appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

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

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

## 1. Legal Framework

### 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 students
- Allow all students 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 students or their parents/carers to get in touch with Leader of Learning Support who can answer questions about the policy and respond to any requests.
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### Related Documents

- Behaviour for learning policy
- Equity and Diversity Policy
- Anti-bullying policy
- Complaints Procedures policy

## 2. 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 on the cost of school uniform.

Due to the socio-economic status of our school community, the wide geographical catchment of students intake and our link with Everton Football Club. 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
- 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
- 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/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carer and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

## 3. Expectations for school uniform

### 3.1 Our school's uniform

Our school uniform has been designed to represent and reflect our position as part of the Everton Family and is provided in either navy blue or black (dependent upon availability). Each student uniform package comprises of the following

- 2 x Everton Free School branded Jersey / T – Shirt
- 1 x Everton Free School branded Sweatshirt or Half Zip Training Top
- 1 x Everton Free School branded Training Pants
- Additional items are available to buy at an additional cost.

All pupils are permitted to wear their own navy blue or black trousers or leggings **or skirts (minimum knee length)** with a combination of Everton Free School Jersey / T Shirt and / or Sweatshirt / Half Zip Training Top.

During the spring and summer season, pupils are permitted to wear Everton Free School branded shorts or their own navy blue or black shorts.

- Students are able to wear items from their uniform package to partake in curriculum sports activities
- Students are permitted to wear baseball caps or (appropriate) hats
- Students have the flexibility to wear appropriate and sensible shoes or trainers
- Students are requested to remove their outdoor coats in the classroom and during learning activities
- Hoods are not permitted to be worn around school or in class
- Staff may request the removal of any jewellery or accessories or that are deemed to be a health and safety concern.

## 3.2 Where to purchase it

Parents, carers or commissioning schools are able to obtain all aspects of our school uniform directly from the school. This provision is made during each pupil's induction week.

Parents or carers are able to contact the school office if second hand or replacement uniform is required.

## 4. Expectations for our school community

### 4.1 Students

Students are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- Travelling to and from school
- On the school premises
- Off site during break\* and lunch time\*
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Students are permitted off school premises at break and lunch time on the condition they are in uniform within the designated safety area of Everton in the Community.

Students who consistently disregard this expectation can be refused off site break and lunch.

Pupils are also expected to contact the Head of School/Head of College if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### 4.2 Parents and carers

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that the uniform is:

- Clean
- In good condition

Parents/carers are also expected to contact the Head of School/Head of College 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 child's SEND and/or sensory needs: These will be handled on a case by case basis by the Head of School/College and governing body in line with the schools complaints procedure policy.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints procedure policy

Parents/Carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

The school will work closely with parents/carers to arrive at a mutually acceptable outcome.

## 4.3 Staff

Staff will closely monitor students to make sure they are in correct uniform on a day to day basis. They will give any students and families breaching the uniform policy the opportunity to comply, but will follow up with the Behaviour for Learning team, if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Behaviour for Learning Team.

In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

## 4.4 Governors

The governing body will review this policy and make sure that it:

- Is practical and accurately reflects the schools vision and values
- Is implemented fairly across the school
- Takes into account the views of parents/carers and students
- Offers a uniform that is appropriate, affordable, accessible, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status

The governors will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

## 5. Monitoring arrangements

This policy will be reviewed every two years or in line with Everton Football Clubs branding arrangements by the Head of School/Head of College. At every review, it will be approved by the Teaching, Learning & Care committee.