



# **ENERGY COAST UTC**

## **UNIFORM POLICY 2025-2026**

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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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- 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/carers to get in touch with Rob Phizacklea, Assistant Principal, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

## 3. 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 (DfE) on the cost of school uniform.

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

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 where possible.
- 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
- Considering alternative methods for signalling 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/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

## 4. Expectations for school uniform

### 4.1 Our school's uniform

All students are provided with one full set of uniform, free of charge, paid for by our sponsors, Morgan Sindall Infrastructure. This free set includes: 2 polo shirts, 1 fleece, 1 pair of trousers and 1 pair of steel-toe capped work boots.

- Students are expected to wear their full uniform each day, inclusive of UTC polo, UTC fleece, UTC trousers and UTC work boots. Students can choose to wear standard school shoes and change into their work boots for practical lessons, however these standard shoes must not be trainers.
- Students must wear the PPE provided for all practical lessons inclusive of their steel-toe capped work boots so as to adhere to Health and Safety regulations in the workshops or labs.
- Students are required to wear the UTC PE Polo for PE and sport lessons, and can wear black shorts or sport leggings for PE. Short cycle shorts and branded rugby/football team shorts are not allowed.
- Students should come fully equipped to school; the expectation is that all students will have a school bag. Outdoor jackets are not permitted within the school building and must be placed in a bag or locker throughout the course of the school day.
- Students may have long hair
- Students are permitted to wear jewellery to school, inclusive of watches and smartwatches, but students must take full responsibility for them
- Students are permitted to wear jewellery worn, inclusive of watches or smart watches, but do so at their own risk and must take full responsibility for it at all times. Energy Coast UTC does not accept any responsibility for lost, damaged or stolen items of jewellery. All jewellery must be removed to adhere to health and safety requirement for practical sessions.

## 4.2 Where to purchase it

All uniform can be purchased from our uniform provider, Liberty Work and Leisure Wear, from their [website](#) at any point in the school year, with an estimated delivery time of 2-weeks to the school. Login details for Liberty Work and Leisure Wear are available on the UTC website or from the school office.

➤ Information about second-hand uniform:

- The UTC store a small amount of uniform that can be purchased for a discounted amount from the school office. It cannot be guaranteed that we will have the sizes required at all times.
- The UTC have a small amount of pre-loved uniform that can be given to students in emergency situations or if they require additional uniform and the family are unable to afford these items throughout the course of the school year.

## 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 Rob Phizacklea, Assistant Principal, 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/carers are also expected to contact Rob Phizacklea, Assistant Principal, 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/carers 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/carers 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 Head of Key Stage if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the 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. Pre-loved uniform will be provided for students where this is the case.

## **5.4 Governors**

The governing 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/carers 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 of School. At every review, it will be approved by the Full Governing Body.

## **7. Links to other policies**

This policy is linked to our:

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