



Uniform Policy

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STATEMENT OF INTENT

The Fowler Education and Football Academy (FEFA) believes that a consistent uniform policy is vital to promote the ethos of the college 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
- Hairstyles and headwear
- Jewellery and other accessories
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the college 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 college 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

FEFA’s legal duties under 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 college will:

- Avoid listing uniform items based on sex, to give all students 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 students to style their hair in the way that is appropriate for college yet makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons
- Allow students to wear headscarves and other religious or cultural symbols (though we reserve the right to ask for these to be removed if, in the opinion of the coach leading the session, they represent a potential health and safety danger to the student, other students or staff during any training/coaching session)
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents/carers to get in touch with the Assistant Principal, who can answer questions about the policy and respond to any requests.

RELATED DOCUMENTS

- Behaviour Policy
- Equity, Diversity & Inclusion Policy
- Anti-Bullying Policy
- Complaints, Comments and Compliments Policy

2. LIMITING THE COST OF COLLEGE UNIFORM

FEFA 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 college uniform.

Due to the socio-economic status of our college community, the wide geographical catchment of students intake and our link with Liverpool 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, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items students 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 college's uniform can act as a social leveller
- Avoiding different uniform requirements for different years/classes
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items and/or get financial support towards the cost of the uniform (if eligible).
- 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 COLLEGE UNIFORM

3.1 Our College's Uniform

Each student uniform package comprises of the following

- 2 x FEFA branded Jersey / T – Shirt
- 1 x FEFA branded Hoodie
- 1 x FEFA branded Quarter Zip Training Top
- 2 x FEFA branded Training Pants
- 1 x FEFA branded Shorts
- 1 x FEFA branded Socks
- Additional items are available to buy at an additional cost.

All required playing kit (for matches) is provided by FEFA.

- Students are requested to remove their outdoor coats in the classroom and during learning activities
- 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 and carers are able to obtain all aspects of our college uniform directly from the college. This provision is available all year round but is specifically highlighted during the student's enrolment period.

Parents or carers are able to contact the college office if second hand or replacement uniform is required and/or they want to find out whether they are available for financial support to purchase the uniform.

4. EXPECTATIONS FOR OUR COLLEGE COMMUNITY

4.1 Students

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

- Travelling to and from college
- On the college premises
- Off site during break* and lunch time*
- At out-of-college events or on trips that are organised by FEFA, or where they are representing the college

*Students are permitted off college premises at break and lunch time on the condition they are in uniform. Students who consistently disregard this expectation can be refused off site break and lunch.

Students are expected to contact the Assistant Principal or Principal 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 that the uniform is:

- Clean
- In good condition

Parents/carers are also expected to contact the Assistant Principal or 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
- Their child's SEND and/or sensory needs: These will be handled on a case by case basis by the Assistant Principal or Principal.

Disputes about the cost of the college uniform will be:

- Resolved locally
- Dealt with in accordance with FEFA's Complaints, Comments and Compliments Policy.

Parents/Carers are expected to lodge any complaints or objections relating to the college uniform in a timely and reasonable manner. The college 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 Assistant Principal, if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in accordance with the Behaviour Policy.

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 The Board

The Board will review this policy and make sure that it:

- Is practical and accurately reflects the colleges vision and values

- Is implemented fairly across the college
- Takes into account the views of parents/carers and students
- Offers a uniform that is appropriate, affordable, accessible, inclusive, and does not disadvantage any student because of their protected characteristics or socio-economic status

5. MONITORING ARRANGEMENTS

This policy will be reviewed every three years by the Principal. At every review, it will be approved by the Board.