



Academy Uniform Policy

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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 academy uniform.

2. Our academy'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 academy 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 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 pupils or their parents to get in touch with their site lead, who can answer questions about the policy and respond to any requests.

3. Limiting the cost of academy uniform

As our pupils come to roll from many different schools across the county and may be with us for a short period, we do not require a branded uniform with an academy logo. We give the freedom for parents to arrange a uniform which is of reasonable cost and within our academy colours of black and white.

Some of our pupils will reintegrate into a new secondary school. These pupils will then require a new uniform to comply with their new school's requirements.

Any part time half day dual registered pupils will not be expected to wear our academy uniform as they attend their mainstream for half days. They will remain in their home school's uniform.

Our academy 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.

We understand that items with distinctive characteristics (such as branded items, or items that have 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' 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:

- Not requiring an academy logo or requiring any items with distinctive characteristics

- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- 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.

4. Expectations for academy uniform

4.1 Our academy's uniform

- Sensible shoes/boots/trainers (any colour)
- Black bottoms such as trousers/comfortable jogging bottoms/leggings (not transparent)/skirt/shorts
- White polo t-shirt/t shirt/ shirt
- Black jumper/cardigan, ideally with no hoods
- Small branded logos are acceptable, however generic uniform is preferred.
- Pupils can change for physical activity into comfortable clothes to engage in sporting activities if they wish. Clothing should be suitable in order to engage in the activities timetabled without restricting movement.
- Jewellery should be removed for physical activities or where this is specified in a risk assessment to keep a pupil safe for example in Food or art lessons when using certain equipment.
- We are happy for our pupils to express their individuality with regards their hairstyles and makeup. We wish our pupils to be safe and happy and welcome diversity.
- Belongings brought into academy sites should be kept to a minimum. Bags and coats should be stored in the allocated place on arrival
- Mobile phones and vaping items will be handed in during form time and given back at the end of the day.
- For pupil's timetabled for off-site alternative provisions and work experience, they should wear clothing appropriate for the activity, which does not have to be academy uniform.

4.2 Where to purchase it

- Parents and carers can obtain the uniform from any 'high-street' retailer.
- Our academy will always have a supply of uniform in school to provide to pupils who require it or do not arrive in the correct uniform. This will be a combination of new and second-hand uniform to provide to pupils. Our in school uniform collection will be funded for by the academy from our pupil premium allocation.

5. Expectations for our academy 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 academy premises

- › At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

If pupils arrive not in full academy uniform, they will be offered spares from the academy and encouraged to wear correct uniform moving forwards. Parents/cares will be informed and encouraged to support the uniform policy. On some occasions, pupils may refuse to wear academy spares. We will not enforce the wearing of spares due to some pupil's sensory needs or other diagnosed SEND. Our priority is that pupils attend the academy and engage in learning. Often a strict academy uniform policy has been a barrier for our pupils whilst in mainstream and has been a contributing factor to suspensions and exclusion.

Pupils are also expected to contact the Headteacher 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 that every item is:

- › Clean
- › Clearly labelled with the child's name
- › In good condition

Parents are also expected to contact the Headteacher 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 are expected to lodge any complaints or objections relating to the academy uniform in a timely and reasonable manner.

Disputes about the cost of the academy uniform will be:

- › Resolved locally
- › Dealt with in accordance with our academy's complaints policy

The academy will work closely with parents 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 that are continuously breaching the uniform policy the opportunity to comply, but will follow up with the site lead if the situation doesn't improve.

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.

5.4 Governors

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

- › Is appropriate for our academy's context
- › Is implemented fairly across the academy
- › Takes into account the views of parents and pupils
- › Offers a uniform that is appropriate, practical and safe for all pupils

6. Monitoring arrangements

This policy will be reviewed every 3 years by the Headteacher. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- EMAT Complaints policy
- Pupil premium Strategy