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Uniform Policy

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Public

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 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 children 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 children
- Allow children to request changes to swimwear for religious reasons
- Allow children to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking children or their parents to get in touch with the academy office, who can answer questions about the policy and respond to any requests.

3 Limiting the cost of school 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 Academy uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have an Academy 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 and,
- 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 for example, by only asking that the jumper/cardigan worn over the shirt, features the academy logo
- Considering cheaper alternatives to academy-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 children could wear on non-academy days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the academy's uniform can act as a social leveller.
- Avoiding different uniform requirements for different year or class 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 on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

4 Expectations for academy uniform

The Academy has a prescribed uniform and dress code firstly, so that all children appear and feel part of our academy family and secondly, so that children are appropriately prepared for academic work. The Academy encourages and expects parents and carers to support the academy uniform and dress code.

- Navy Blue is our primary school colour for our uniform. All children are expected to wear the prescribed uniform set out below.
- Navy Blue is also our colour for our PE kit. Children should only wear the PE kit on days when they have PE; otherwise it is expected all children will wear prescribed uniform set out below.

All children should have a suitable school bag to store their belongings while at the Academy. The bag and all uniform items should have the child's name written clearly on a label or tag. All children should wear the prescribed uniform which is detailed below:

- | | |
|-------------------------------|---|
| • Trousers or Shorts | Black or grey formal trousers |
| • Skirts or Pinafore Dresses | Black or grey |
| • Summer Dresses | Light or navy blue |
| • Sweatshirt / Cardigan | Navy blue (with or without the logo) |
| • Shirt / Blouse / Polo Shirt | White / navy blue (with or without the logo) |
| • Footwear | Sensible, black flat shoes (no open-toed sandals, high heels or backless shoes) |

Entirely black trainers are allowed (no white or coloured logos)

Prescribed PE Kit

- Indoor PE Kit - Navy blue T-shirt and navy or grey shorts, indoor plimsols (EYFS and KS1 only)

- Outdoor PE Kit - Navy blue T-shirt / hoodie / sweatshirt, and navy or grey shorts / tracksuit bottoms / joggers, outdoor trainers suitable for sport (e.g. not canvass / Converse style)

Religious and Cultural Dress

- We respect the right of children to wear dress associated with their religious or cultural beliefs.
- Families are encouraged to discuss any specific requirements with the academy to ensure safety and inclusion.

Outdoor Clothing

- A suitable coat should be worn in cold or wet weather
- Hats, scarves, and gloves may be worn outdoors but should be removed inside the classroom

Labelling Clothing

- All clothing, including coats and PE kits, should be clearly labelled with the child's name.

Where to purchase uniform

Academy uniform can be purchased from any suitable outlet including supermarkets, except items with the academy logo. These may be obtained via the uniform shop, Uniform Direct.

Online: www.uniform-direct.com

In store:

Uniform Direct
9 Market Street,
Gainsborough.
DN21 2BL
Tel: 01427 616105

Good quality, pre-loved uniform is available to families – enquire about this at the academy office.

5 Academy dress code

Jewellery, Hair, and Accessories

- Jewellery should not be worn except for stud earrings
- Small stud earrings may be worn but must be removed or covered for PE/Sport
- Watches may be worn (no smart watches with camera or internet access)
- Hair should be neat and tidy; long hair should be tied back / up

- Hair accessories should be simple and appropriate for school

Make-Up and Nail Varnish

- Make-up is not permitted
- Nail varnish and false nails are not permitted

6 Non-Uniform days

A note on non-uniform days. On designated non-uniform days, children may wear their own clothes. Clothing should still be suitable for a school environment and allow children to take part fully in all activities.

7 Expectations for our academy community

Children

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

- On the academy premises
- Travelling to and from the academy
- At out-of-academy events or on trips that are organised by the academy, or where they are representing the academy (if required)

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 are expected to contact the academy office 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 may lodge any complaints or objections relating to this policy in a timely and reasonable manner through the standard complaints procedure.

However, it is hoped that complaints can be resolved locally wherever possible with the academy working closely with parents to arrive at a mutually acceptable outcome.

Staff

Staff will closely monitor children to make sure they are in the correct uniform. They will give any children and families breaching the uniform policy the opportunity to comply but will follow up with the principal if the situation does not improve.

Ongoing breaches of uniform policy will be dealt with through the academy's behaviour policy.

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

Governors

The Academy Oversight Committee (governing body) 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 children
- Offers a uniform that is appropriate, affordable, practical and safe for all children

8 Monitoring arrangements

This policy will be reviewed annually in the summer term to ensure that it can be shared with parents prior to the summer holidays. At every review, it will be approved by AOC.

9 Links to other policies

This policy is linked to our:

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