



Uniform Policy

Review Cycle: 1 Year Autumn term

Review By: Leadership Team, Behaviour, Attendance &
Safeguarding
Sub-Committee

Contents:

Uniform; PE Kit List; Jewellery; Make up; Hair; Supply of Uniform

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

Introduction

Standards of dress are important and we believe that a distinctive school uniform is of great benefit to the pupils and to the reputation of the Academy. It is practical and economical. We ask that parents support our uniform policy and children wear Alcester Academy school uniform.

We strongly encourage schools to have a uniform as it can play a key role in:

- promoting the ethos of a school
- providing a sense of belonging and identity
- setting an appropriate tone for education

By creating a common identity amongst all pupils, regardless of background, a school uniform can act as a social leveller. It can reduce bullying and peer pressure to wear the latest fashions or other expensive clothes. If, however, the uniform is too expensive it can place an unreasonable burden on families. Furthermore, if a distinction can be made between those who can afford it and those who cannot, this can reduce the benefits of a uniform and has the potential to negatively impact attendance, access and participation, and lead to bullying.

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 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 the school who can answer questions about the policy and respond to any requests

We have also considered our uniform in relation to the DFE guidance "*Cost of School Uniforms*" (November 2021.) We are able to offer financial support for eligible students and our "Pre-loved" uniform is available all year. Parents should contact the school should they require assistance with uniform costs, this should be done before they purchase uniform as the school will not reimburse with cash once this has been purchased.

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.

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. For this we have two uniform suppliers and some items shirts, PE socks, trousers, shorts can be purchased from supermarkets and other clothes outlets. By allowing black polishable trainers to be worn, these can also be worn for PE.

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 and keeping these to a minimum. We feel that our blazers, ties, jumpers, skirts and PE kits enable us to portray a smart image within the local community and act as a social leveller amongst students. They report that they are proud to wear the Alcester Academy uniform.
- We have audited the cost of uniforms against other school and have found that the cost is inline with other local schools.
- Limiting any items with distinctive characteristics where possible. Blazers, jumpers, and PE kit does not have to be bought every year.
- 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, the school provides each student with a "House" badge to be worn on their blazer.
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents to acquire second-hand uniform items. We have many uniform items available through our "Pre-loved uniform" on the school website and this is available for parents to access all year. We also hold regular pre-uniform sales throughout the year & for those parents unable to afford uniform we will support financially replacing uniform at no cost.
- 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

Expectations for uniform

Uniform requirements:

- Black blazer with silver/grey piping displaying school badge and logo
- Black V-neck jumper (to be worn under the blazer) displaying school badge. No other non-uniform tops are allowed to be worn underneath the school blazer. (Optional)
- Mid grey skirt (drop pleats) displaying school badge
- Mid grey tailored trousers. No combat/cargo / jeggings styles of trousers
- Light blue shirt which must be tucked in and buttoned to the neck.
- School tie
- Mid grey tailored shorts can be worn as an alternative to trousers/skirts for the summer term. Shorts must be of a 'tailored' fit. They must not have 'combat/cargo' style external pockets. They must be of the same material and colour (grey) as the regular school trousers.

- Socks – black or dark grey only. (No trainer type or below ankle socks allowed). Socks when worn with skirts must sit above the ankle and below the knee. No over the knee socks are allowed.
- Tights - plain (not patterned) in black opaque 60 denier+
- Appropriate shoes – **those that can be polished**, they must be black in colour.
- Suede, fabric or canvas shoes are NOT allowed. Pumps, boots, hi tops, coloured logo trainers or high heels may **NOT** be worn in school:

SKIRTS – the ruling is that the skirts should be no shorter than halfway between the top of the legs and their knees. Only Academy branded / style skirt can be worn. Skirts that are considered inappropriate e.g. too short, then we will expect them to purchase a new standard academy skirt or wear acceptable trousers. If skirts are worn short, then it is expected that tights will be worn.

PHYSICAL EDUCATION KIT LIST

COMPULSORY	Academy PE Hoody or Rugby shirt Academy PE Polo Shirt Academy Shorts or Skort Sky blue games Socks Trainers (suitable for indoor/outdoor use & these trainers should be different to those worn for school) Shinpads Football boots Gum shield (for Rugby)
OPTIONAL	Rugby shirt Black/Blue and Silver Splash Top AA Leggings AA Tracksuit Bottoms

(See website for images of acceptable uniform)

Jewellery

One pair of small plain gold or plain silver earrings (one in each ear) and a small wrist watch are allowed.

Nose studs, body piercings and related jewellery are not allowed.

Rings, bracelets and necklaces are not to be worn whilst at the Academy for Health and Safety reasons. All jewellery must be removed for PE lessons and students should be able to do this themselves independently.

Make Up

A moderate amount of make-up is permitted at the Academy. This is permitted to support self-confidence and must be as natural as possible. Nail varnish of a natural colour is allowed but no bright colours are allowed. Nails should be of an appropriate length. False eye lashes are not permitted

Hair

Hair must be natural in colour and not of extreme style; shaved, undercutting or semi shaved patterns are not allowed. Hair accessories must be of school colour. No holiday hair braids to be worn. We expect very long hair to be tied back in line with health & safety requirements.

The school will support hair exceptions in line with the document from the Equality and Human Rights Commission “Preventing Hair Discrimination in Schools” (November 2022) such as:

- disability (for example, pupils undergoing cancer treatment who wear wigs, scarves or hats)

- religion or belief (for example, for Muslim pupils who cover their hair or Sikh pupils who wear a turban)
- race (for example, for Black pupils or pupils with a mixed ethnic background who wear African heritage head wraps or braids.)

SUPPLY OF UNIFORM

The Academy offers two suppliers:

- National School Wear Centre, 3-4 Bulls Head Yard, Alcester Tel: 01789 400344
- Price & Buckland Tel: 0115 759 0888 Email: sales@price-buckland.co.uk
Website: <https://price-buckland.co.uk/>

Support with uniform:

For parents/carers in need of financial support with uniform, please refer to the Hardship Policy. The school also has “Pre-loved” uniform for sale. Please see the website to submit any requirements or contact the LSU at the school. Throughout the year the school will have “pre-loved” uniform sales. Parents/carers will be contacted by the Academy if a students’ uniform does not comply with the expected standard outlined. Any breach of the policy will be given the opportunity to correct their mistake, failure to do so will be dealt with in line with the academy Behaviour and Discipline Policy.

Phones:

Students are responsible for the safety and security of their telephones. They must not be used for any purpose on the Academy site.

Mobile telephones confiscated during lessons will be returned to students once and then to parents thereafter. During confiscation, mobile phones will be kept securely in LSU.

'The Academy cannot be held responsible if these items are lost or stolen or damaged in any way'.

Students are responsible for their own belongings and PE kit. The school does offer all students the opportunity to purchase a locker.

Expectations for our school community

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)

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 also expected to contact the school 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 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 to arrive at a mutually acceptable outcome.

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 Headteacher / SLT if the situation doesn't improve.

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

The Governing Body will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the Academy.

Signed: _____ **Chair of Governors**
Mr M Dean

Signed: _____ **Headteacher**
Mrs S Mellors

Date: _____

(ratified by the Full Governing Body on 10th October 2023)