



Uniform Policy

Date of Approval:	November 2023
Approved by:	Local Academy Council – November 2023
Review date:	November 2024

Policy Information:

Date of last review	NA	Review period	Annually
Date approved	November 2023	Approved By	Local Academy Council
Policy owner	Nicola Redhead	Date of next review	November 24

Updates made since the last review:

Review date	Changes made	By whom

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 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 Nicola Redhead, Headteacher, who can answer questions about the policy and respond to any requests

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 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:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- Considering cheaper alternatives to school-branded items
- 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 leveler
- Avoiding different uniform requirements for different year 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 Uniform

In order to maintain a strong sense of identity and belonging within our school, we require all pupils to wear school uniform which consists of:

- Black trousers/skirt/shorts
- Bottle green sweatshirt, hoodie, or cardigan (school logo)
- White polo shirt (school logo or plain)
- Black Shoes/trainers

PE Kit

- White T shirt or Polo shirt (School logo or plain)
- Bottle green or black shorts (No logo)
- Trainers
- Black Tracksuit Bottoms (No logo)

Where to purchase it

- Uniform can be purchased online through Bridge School Wear
- Only hoodies, sweatshirts and cardigan must have the school logo

Jewellery

- It is encouraged that pupils do not wear jewellery to school, especially as individuals could become very upset if it goes missing.
- Should a pupil have pierced ears, plain studs should only be worn and in order to comply with health and safety regulations, must be covered with a plaster or removed during all PE activities.

Please note that the academy will be unable to take any responsibility for any jewellery that is lost.

Watches

- Watches may be worn to school. However, they must be removed and collected by the class teacher before any PE lessons and sent to the school office in a container for safe storage.

- Watches will be removed for all exams

Please note that the school will be unable to take any responsibility for any watch that is lost.

Hair

We recommend that hair should be neat and tidy and worn with no extremes of style or colour. Long hair should be tied back during specific lessons for health and safety reasons.

Make Up

No make up is permitted to be worn at school.

Equality of Opportunity

All pupils have equal access to wearing school uniform regardless of their culture, race, religion, gender, disability, or ability. We ensure that the set uniform respects other policies and allows for individual sets of circumstances of all groups and individuals. The Heights Academy is committed to creating a positive climate that will enable everyone to work free from intimidation and harassment and to achieve their full potential.

5. 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

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.

We recognise that there may be occasions where we will need to adapt the policy to meet the specific needs of some of our pupils.

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 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 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.

Where there is genuine financial hardship, the school will endeavour to support families. This will include an onsite second hand uniform rail.

School staff

Teachers and support staff will encourage pupils to wear the correct uniform at all times.

Teachers will discuss any concerns with parents / carers

Where pupils are struggling to wear the correct uniform, meetings will be held with parents to ensure a plan is in place to address any concerns.

For more information, see our Positive Behaviour and Relationships Policy.

Local Academy Council Members

The LAC 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 and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

Forward Education Trust

The Trust will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example considering the risks of a single supplier contracts and by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed annually by the Headteacher. At every review, it will be approved by the Local Academy Council.

7. Links to other policies

This policy is linked to our:

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