



WEST GRANTHAM

Church of England Secondary Academy

SCHOOL UNIFORM POLICY

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| Review cycle: | Annual |
| Reviewed by: | Operations Manager |
| Approved by: | Local Governing Body |

| VERSION | DATE | AUTHOR | CHANGES |
|---------|------------------|--------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | 14 December 2022 | JS | New policy |
| 2 | 21 March 2024 | JS | <ul style="list-style-type: none">• 2a) wording amended• 2e) wording added• 2g) new clause added• 2h) wording added• 4b) payment method amended to MCAS |
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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 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:

- a) Avoid making suggestions that aspects of the uniform should be worn by a particular sex, in order to give all students the opportunity to wear the uniform they feel most comfortable in or that reflects their self-identified gender. ~~Accept the personal choice made by students to wear the uniform they feel most comfortable in or that most reflects their self-identified gender~~
- b) Make sure that our uniform costs the same for all pupils
- c) Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- d) Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- e) Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- f) Allow pupils to wear headscarves and other religious or cultural symbols
- g) Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs after discussion with the SENDco. These will be considered on case-by-case basis.
- h) Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Operations Manager who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

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 for example, by only asking that the blazer, worn over the jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as items that can be purchased from local supermarkets
- 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/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- 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
- Support for families eligible for pupil premium or entering the Academy with refugee status

4. Expectations for school uniform

a) Our school's uniform

Girls:

- Blazer with pale blue trim on lapel and academy logo*
- Navy academy tie (clip on) *
- Light blue long/short sleeve formal blouse/shirt (not fitted and with top button done up)
- Mid-grey pleated skirt, knee length or plain/mid-grey cotton formal tailored school trousers (not leggings or trousers made from denim, canvas, or lycra)
- Plain grey or black tights or plain grey or black ankle/knee socks
- Plain grey v-neck knitwear (optional)
- Plain black formal shoes (no heels, boots, plimsolls, or trainers)
- A formal outdoor coat (no hoodies, tracksuit tops, denim jackets allowed)
- Navy with white piping sports polo shirt with logo*
- Girls skirt navy/white piping or unisex sports shorts navy/white piping*
- Sports socks navy
- Sports trainers
- Navy outdoor sports top (optional)

Boys:

- Blazer with pale blue trim on lapel and academy logo*

- Navy academy tie (clip on) *
- Light blue long/short sleeve formal blouse/shirt (with top button done up)
- Plain mid-grey formal trousers
- Black/grey socks
- Plain grey v-neck knitwear (optional)
- Plain black formal shoes (no boots, plimsolls, or trainers)
- A formal outdoor coat (no hoodies, tracksuit tops, denim jackets allowed)
- Navy with white piping sports polo shirt with logo*
- Sports shorts/navy/white piping*
- Sports socks navy
- Sports trainers
- Navy outdoor sports top (optional)

Hair accessories should be plain black, grey, or navy blue (no bandanas, large headbands or coloured accessories allowed). Excessive hair styles are strongly discouraged, non-natural or multiple hair colours are not allowed. Patterns shaved into hair are not permitted.

No make-up, jewellery, artificial nails, colored nail varnish, false eyelashes, body piercings, fashion badges/bracelets are allowed. Any 'ear-piercing' must be done in the long summer holiday as no ear jewellery can be worn in the academy. Inexpensive watches are acceptable but watches, such as the Apple Watch which can carry data and allow communication, are not permitted under any circumstance to fall in line with our policy on electronic devices.

The PE department maintain the Academy's high standards of uniform at all times. Therefore, students are required to bring the required kit to ALL their PE lessons.

Tracksuit bottoms are not acceptable during the summer term and will only allowed based on certain religious beliefs. Long sleeved tops, cardigans and gloves are not permitted during PE lessons at all.

* branded item only available from the academy's uniform supplier

b) **Where to purchase it**

School uniform can be purchased as follows:

- Branded uniform items are only available via our online uniform supplier, Streetguise. Their website is accessible via this link on the academy's website: www.wgacademy.org.uk/parents/uniform
- Non-branded uniform items are available from all local supermarkets, stores, and online stores
- Ties are available from our online uniform supplier and the academy office. These should be paid for via **MCAS**
- Second hand uniform items are available from the academy. For more information on our supply of secondhand uniform, please contact the Operations Manager

5. **Expectations for our school community**

a) **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)

Pupils are also expected to contact the Operations Manager if they want to request an amendment to the uniform policy in relation to their protected characteristics.

b) 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 Operations Manager 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.

c) 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 Principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Assistant Principal Behaviour and Attitudes.

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.

d) Governors

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

- Is appropriate for our school's context
- Is implemented fairly across the school
- Considers the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

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

6. Monitoring arrangements

This policy will be reviewed annually by the Operations Manager. At every review, it will be approved by the governors.

7. **Links to other policies**

This policy is linked to our:

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