

# School Uniform Policy

The Board of Trustees, CEO and Strategic team are committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work.

<b>This policy was created and ratified by the Trust Board in:</b>	<b>September 2022</b>
<b>The policy owner is:</b>	<b>Acle Academy</b>
<b>This policy will be reviewed by the Trust Board in: (unless earlier review is recommended by the Trust)</b>	<b>September 2024</b>
<b>Policy Version:</b>	<b>V2</b>
<b>Signed by the Chair of the Board of Trustees:</b>	

## 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

## 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 Helen Watts (Principal) or Nic Bliss (Assistant Principal), who can answer questions about the policy and respond to any requests

## 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 logos that can be ironed on, as long as this doesn't compromise quality and durability
- 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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities

- Considering alternative methods for signalling 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

## Expectations for school uniform

### Our school's uniform

The following customised uniform items will be compulsory for students in Years 7 to 11 and will need to be purchased from Stevensons Uniform Suppliers:

- Acle Academy navy blazer
  - Tie, with corresponding House colour or Prefect status
  - Choice of Acle Academy pleated or straight skirt with Acle logo
- Optional: We would also recommend the navy V-neck jumper and the trousers stocked by Stevensons.*

### Available from any stockist:

- Pale blue shirt - long or short sleeves
- Navy tailored trousers (identical to style and colour from Stevensons)
- Knee length tailored shorts \*
- Tights - can be navy, black or flesh coloured - patterned tights are prohibited
- Ankle socks - white, navy or black
- Black hard-soled shoes

### PE Kit:

#### Tops:

- Acle Academy navy polo (from Stevenson's) in the student's house colour
  - Acle Academy navy quarter-zip top with logo on breast (from Stevenson's)
- \*We have removed the option of a 'plain navy jumper' and students must wear the navy top detailed above.

#### Bottoms:

- Plain navy shorts (small logo is acceptable)
- Acle Academy navy leggings (from Stevenson's)
- Plain navy skort
- Plain navy jogging bottoms (small logo is acceptable)

### The following items of footwear are compulsory:

- Trainers and white or black short sports socks (for summer, indoor or hard court activities)
- Moulded or studded boots and long navy socks (for field activities)

### Additional compulsory items:

- Gum shield for contact rugby
- Shin pads for football
- Hair band to tie up long hair
- Removal of all jewellery

**Accessories and Additional Information:**

- Students may wear one pair of small stud earrings worn in the centre of each ear lobe
- Students must not have any additional facial or body piercings - nose studs, tongue piercings, navel piercings or ear stretchers are not allowed. If a student chooses to have a piercing which is not allowed, they will spend time in isolation until they can remove the piercing once healed.
- Make up should be appropriate for school - natural day look, no false eye lashes, heavy eye makeup or bright lipstick.
- Students should not wear nail varnish or false/acrylic nails or nail tips.
- Students may wear a watch but other jewellery is not allowed.
- If a student chooses to wear a belt, it should be navy, brown or black.
- Shirts should be buttoned to the top button and ties should reach belt length.
- Students must wear sensible black hard sole shoes. Trainers, canvas shoes, boots and open toe sandals are not allowed
- No extremes of hair colour/styles of colour- including dip dye
- Students are not permitted to wear coats, scarves or other outer garments inside school buildings, after the start of the school day unless in transition between classes.
- Students will be required to wear their blazers around school and for formal settings. Students may remove their blazers with permission in class.

\* The school reserves the right to distinguish the suitability of trousers purchased. Trousers must be tailored and adhere to the style and colour model from Stevensons. Any variation on the prescribed style or colour will be deemed not suitable.

**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)

Pupils are also expected to contact Helen Watts (Principal or Nic Bliss (Assistant Principal) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

**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 Helen Watts (Principal) or Nic Bliss (Assistant Principal) 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 principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with the schools Behaviour and Emotion Regulation Policy

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.

### **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
- Takes into account 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 avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

### **Monitoring arrangements**

This policy will be reviewed annually by the Senior Leadership Team. At every review, it will be approved by the Local Advisory Board.

### **Links to other policies**

This policy is linked to our:

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