

<b>Title</b>	School Uniform Policy
<b>Associated Policies</b>	<ul style="list-style-type: none"> <li>Behaviour Policy</li> <li>Equality Policy</li> <li>Anti-Bullying Policy</li> <li>Complaints Policy</li> </ul>

REVIEWED: 12/07/24

NEXT REVIEW: 12/7/27

## 1. Policy Statement

- 1.1 The Academy prides itself on high standards of dress as it is firmly believed that the way in which students present themselves in school has a positive effect on their self-esteem, their behaviour and their attitude towards learning. It also impacts on how the wider community views our students.
- 1.2 It is our expectation that students attend the Academy dressed smartly, safely and appropriately. The Academy asks for the co-operation of students and parents in maintaining these standards.
- 1.3 This policy sets out the high standards of dress that is expected within the Academy, in addition to setting out how the Academy will avoid discrimination in line with our legal duties under the Equality Act 2010.

## 2. Who does this policy apply to?

- 2.1 Students:** 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)

Students are also expected to contact their Raising Standards Lead if they want to request an amendment to the uniform policy in relation to their protected characteristics. Such cases will be treated with due sensitivity and in confidence.

- 2.2 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 their child's Raising Standards Lead if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

Such cases will be treated with due sensitivity and in confidence.

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 in accordance with our school's complaints policy.

- 2.3 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, however will follow up with the Principal if the situation doesn't improve. Breaches of our uniform policy will result in students being

isolated and any ongoing breaches of our uniform policy will be dealt with in line with the school Behaviour 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.

**2.4 Governors:** will review this policy and ensure that it:

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

The Trust will also ensure 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.

### 3. Who is responsible for carrying out this policy?

**3.1** The implementation of this policy will be monitored by the Principal and governors of the Academy and remain under review by Brooke Weston Trust (Executive Leadership Team).

**3.2** All members of the Academy staff are expected to be proactive in implementing this policy by challenging any student who does not conform.

### 4. Our legal duties under the Equality Act 2010

**4.1** The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

**4.2** 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 students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow student to request changes to swimwear for religious reasons
- Allow students to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with Kate Jeyes who can answer questions about the policy and respond to any requests

### 5. Cost of school uniform

**5.1** 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 (November 2021).

**5.2** 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.

**5.3** We are committed to ensuring that our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

**5.4** We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary, limiting items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties

- Considering cheaper alternatives to school-branded items, as long as this does not 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 leveler
- 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

### 6.1 Our school uniform

#### A school tie:

- ✓ tie in the school colours

#### Shirt:

- ✓ formal shirt in white cotton, with stiff collar and buttons to the neckline. This must always be tucked into the trousers or skirt.

#### Trousers:

- ✓ formal black trousers, full length, loose at the ankles
  - × not tight fitting or flared.
  - × Skinny/tight fit across the whole leg
  - × Elastic/legging/lycra based
  - × Cropped/showing shins or ankles
  - × Turned up legs
  - × Visible zips
  - × Denim, rivets or studs

#### School jumper:

- ✓ With school logo always provided by Karl Sports. Must be worn at all times

#### Skirt:

- ✓ black, as provided by Karl sports

#### Socks/ Tights:

- ✓ plain black socks below the knee with skirts

#### Shoes:

- ✓ formal shoes in black.
  - × Should not be trainers or include any sports logos
  - × Canvas shoes or trainers
  - × Open front shoes
  - × Boots

### **Student Lanyards and cards to be worn at all times**

## PE Kit

- ✓ School PE top
- ✓ School shorts/School Joggers/School leggings
- ✓ Skort (optional/ team uniform)
- ✓ Trainers (any colour)
- ✓ Football boots (for fixtures and clubs).

## Hair and make-up

- ✓ All hair must be natural colour. (Students will be given 24 hours to change inappropriately coloured hair)
- ✓ Long hair to be tied back in PE, DT and science.
  - × Any extreme hair styles/colour (including shaved patterns and any unnatural hair colours) If you are unsure, please do not hesitate to ask a member of staff
- ✓ Make-up must be 'subtle'. School defines what 'subtle' is and students will be asked to remove excess
- ✓ Nails both artificial and natural should be of a length that does not prevent students from effectively participating in practical activities such as PE and DT or pose a risk to students' safety.
  - × Head coverings such as hats, bandanas and other items which cover most of, or all of, the head are not allowed except for religious reasons

## Jewellery

Any jewellery worn by students should not be excessive or a health and safety hazard

Ear and Nose Piercings:

- ✓ One single stud or small ring in the nose
- ✓ subtle ear piercings
  - × Hooped earrings
  - × Hanging earrings
  - × Ear stretchers/Ear Expanders
  - × Septum Piercings
  - × Any existing facial or unacceptable piercings will need to be removed regardless of when the piercings have been done (i.e. Eyebrow, lip, tongue or any other facial piercings are not permitted)

**No other jewellery is permitted due to health and safety and liability in case of loss**

## Sixth form uniform

**The Sixth Form dress code is smart business attire. Students in Years 12 and 13 are expected to meet the professional business wear expectations as follows:**

### Trousers:

- ✓ Suit / tailored trousers
  - × No shorts
  - × No denim / chinos trousers
  - × No leggings / flared trousers
  - × No leather or leather look trousers.

### Dresses / Skirts:

- ✓ Formal / tailored
- ✓ Long or short sleeve dresses
- ✓ Length should be modest and professional
  - × Shoulders should not be exposed
  - × No stretchy / jersey materials

Shirts / blouses:

- ✓ Long or short sleeve shirt (to be buttoned up and worn with a tie)
  
- ✓ Blouses and polo-neck jumpers may be worn
  - × No low necklines or exposed stomachs
  - × No t-shirts or polo-shirts
  - × No sports shirts

Jumpers / cardigans:

- ✓ Round or V-neck
  - × Should not be oversized, baggy or long
  - × No logos
  - × No hoodies or sweatshirts

Shoes / boots:

- ✓ Formal smart shoes
- ✓ Smart boots are allowed
  - × No walking boots, no Doc Marten style boots
  - × No trainers

**Other aspects of appearance and dress including hair, makeup and jewellery remains the same as the rest of the school (see above).**

**If Sixth form students arrive at school wearing incorrect items, they will be asked to remove or replace the item. If this is not possible, they will not be allowed to remain in circulation until this aspect of the uniform is corrected.**

## 6.2 Where to purchase it

Orders can be placed with KS Schoolwear in the following ways:

Online: [www.ksschoolwear.co.uk](http://www.ksschoolwear.co.uk)

By Telephone: 01536 601731

In Person: KS Schoolwear Unit 7 Trafalgar Road Kettering NN16 8DB

Academy ties are also available to purchase from the Finance Office.

Should you have any queries or require any further information please refer to the supplier website [www.ksschoolwear.co.uk](http://www.ksschoolwear.co.uk)

Information about second-hand uniform, for example:

- The school has a non-profit second-hand uniform shop. Should you wish to use this facility then
- you can book an appointment through [enquiries@brookeweston.org](mailto:enquiries@brookeweston.org) or by contacting your child's Raising Standards Lead

## 7. Policy Review

7.1 This policy will be monitored as part of the Academy's annual internal review and reviewed on a three year cycle or as required by legislature changes.