



## **School Uniform Policy**

Last reviewed: September 2022

Next review: September 2025



## 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 the School Business Manager at [administration@washingboroughacadem.org](mailto:administration@washingboroughacadem.org), 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 regarding 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.



## Washingborough Academy -School Uniform Policy

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
- 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

- White blouse/shirt or white polo shirt ideally with the school logo.
- Navy blue sweatshirt, ideally with the school logo, or navy-blue jumper/ cardigan.
- Black or Dark Grey skirt/pinafore or blue check summer dress.
- Black or dark grey trousers or shorts
- Sensible shoes (preferably black). No trainers, please.
- Navy/black/brown flat summer sandals.
- Socks should be solid black or grey for shorts or trousers. They should be black, grey or white if wearing skirt, pinafore or dress

### PE Dress Code

- White school polo shirt or plain white T-shirt.
- Black shorts
- Black plimsolls



- During colder weather a tracksuit and training shoes may be worn for outside activities

### **Jewellery**

On health and safety grounds we do not allow children to wear jewellery at Washingborough Academy. The exceptions to this rule are:

- Earing studs in pierced ears and small objects of religious significance. We ask the children to either remove these objects during PE and games, or cover them with a plaster (provided by the parent), to prevent them from causing injury.

### **Hairstyles**

Washingborough Academy does not permit children to have extreme haircuts that could serve as a distraction to other children or to dye their hair other than on charity days. Extreme haircuts such as mohicans and shaved patterns into hair will not be allowed. If a child arrives with an extreme hair style then a letter will be sent to parents/carers reminding them of our school policy and asking them to return their child's hair to normal as soon as possible.

### **Where to purchase it**

- Uniforms can be purchased from most High Street clothes shop including supermarkets. Uniforms that have our logo on is available from:
- Uniform Direct - <https://www.uniform-direct.com/>
- Friends of Washingborough Academy (FOWA) arrange second-hand uniform sale termly

## **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 the School Business Manager 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 the School Business Manager at [administration@washingboroughacademy.org](mailto:administration@washingboroughacademy.org) 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 if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with the school's 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.

### The role of Governors

The Governing Body implements the Washingborough Academy uniform policy. It considers all representations from parents regarding the uniform policy and liaises with the Headteacher to ensure that the policy is implemented fairly and with sensitivity.

It is the governors' responsibility to ensure that the academy uniform meets all regulations concerning equal opportunities.

Governors ensure that the academy uniform policy helps children to dress sensibly, in clothing that is hardwearing, safe and practical.



## Monitoring and review

The governing body monitors and reviews the academy uniform policy through its committee work by:

- seeking the views of parents, to ensure that they agree with and support the policy;
- considering, with the Headteacher, any requests from parents for individual children to have special dispensation with regard to academy uniform;
- requiring the Headteacher to report to the governors on the way the academy uniform policy is implemented.
- the Headteacher can discipline your child for not wearing the school uniform. Your child can be suspended or excluded if they repeatedly ignore the uniform rules.