

# School Uniform Policy

<b>This policy is called:</b>	School Uniform Policy
<b>It applies to:</b>	All staff, students and parents/ carers
<b>Person responsible for its revision:</b>	Headteacher
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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:

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 as far as possible 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 comfortable.

Allow pupils to wear headscarves.

Allow for adaptations to our policy on the grounds of equality.

## **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 that our uniform:

- Is available at a reasonable cost.
- Provides good value for money for parents/carers.

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary.
- 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.

#### **4. Expectations for school uniform:**

Please refer to our Essential Guide for detailed information on school uniform, uniform prices and school equipment requirements – this is kept up to date and you can find it on our website here:

<https://www.bolderacademy.co.uk/academy-life/essential-information>

#### **4.2 Where to purchase the school uniform**

Parents / carers can purchase the uniform from:

School Bells

48 Bell Road

Hounslow

TW3 3PB

Telephone: 02085776656

Website: [www.schoolbellsuniforms.co.uk](http://www.schoolbellsuniforms.co.uk)

Second-hand uniform is available to buy and sales are organised and managed by the office supported by the school Parent Teacher Association (PTA).

Parents will be advised of uniform sales in advance via the school website and parentmail notices.

If you would like to donate school uniform please do so by contacting [office@bolderacademy.co.uk](mailto:office@bolderacademy.co.uk) to arrange drop off.

Please note that donated uniform must be clean/ freshly laundered, in good condition and all name labels removed. We do not accept donated shoes or underwear.

## **5. Expectations for our school community:**

### **5.1 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)

### **5.2 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

Please direct any questions relating to a student's protected characteristics or the cost of uniform to [office@bolderacademy.co.uk](mailto:office@bolderacademy.co.uk)

Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner and 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.

### **5.3 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 (eg: asking them to change, asking parents/ carers to drop the correct uniform off). Uniform in this case relates to clothes, make up, jewellery, nails, hair colour, shoes.

Breaches of our uniform policy will be dealt with as a disciplinary matter. Students may be provided with uniform to change into, if the school has spare stock, asked to remove non-uniform items, be sent home to change and / or be dealt with via the school's behaviour systems and processes.

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.

#### **5.4 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.

#### **6. Monitoring arrangements**

This policy will be reviewed every two years by the headteacher Heidi Swidenbank. At every review, it will be approved by the governing board.

#### **7. Links to other policies**

This policy is linked to our:

Behaviour policy

Equality information and objectives statement

Anti-bullying policy

Complaints policy