



The Warwickshire Academy

School Uniform Policy

2022-2024

Version:1 **Date: September 2022**

Ratified by the (*Board of Trustees/Local Governing Body)

Signed by the (*Board of Trustees/LGB):

Date:
September
2022

To be reviewed (every 2 years):

Date:
September
2024

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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:

- 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 Jess Hayward, Pastoral Manager, who can answer questions about the policy and respond to any requests

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
- 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 leveler
- Avoiding different uniform requirements for different year/class/house groups except primary and KS3 and 4
- 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

4.1. Primary (Year 5 & Year 6)

Navy blue School Logo Sweatshirt (V neck)	Polo shirt- Branded Navy blue School Logo Polo Shirt
Girls: Skirts- Black knee length Plain black tights or white knee length socks. Trousers: Black regular school trousers. No leggings or skinny fit trousers. No jogging bottoms. Socks: Plain black Shoes: Sensible black shoes, no heels, boots or trainers.	Boys: Trousers- Black regular school trousers. No leggings or skinny fit trousers. No jogging bottoms. Socks: Plain black Shoes: Sensible black shoes. No trainers.
Outdoor coats: Plain, black or navy.	Hijab- Black.

4.2. Secondary (Year 7 to Year 11)

Navy blue School Logo Blazer Optional School Jumper - Navy blue (additional to Blazer)	Shirts: White: Year 7, Year 8, Year 9 Air force blue: Year 10 & Year 11
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<p>Girls:</p> <p>Skirts- Grey knee length</p> <p>Plain black tights or white knee length socks.</p> <p>Trousers: Grey regular school trousers. No leggings or skinny fit trousers. No jogging bottoms.</p> <p>Socks: Plain black</p> <p>Shoes: Sensible black shoes, no heels, boots or trainers.</p>	<p>Boys:</p> <p>Trousers- Grey regular school trousers. No leggings or skinny fit trousers. No jogging bottoms.</p> <p>Socks: Plain black</p> <p>Shoes: Sensible black shoes. No trainers.</p>
<p>Outdoor coats: Plain, black or navy.</p>	<p>Hijab- Black.</p>

4.3. Year 12 & Year 13

Suitable business dress

4.4. We do NOT allow the following

Leather or denim jackets, jeans, leggings, jeggings, skin-tight, cropped or skinny trousers.
Trainers or pumps, boots, canvass shoes, high heeled shoes or open toed shoes.
Earrings must be small studs only. No other jewellery to be worn.
Facial piercings or tongue piercings.
Brightly coloured scarves, belts, headbands/ hair ties, or socks.
T- Shirts visible under shirts.
Extreme hairstyles or brightly coloured hair.
Excessive or brightly coloured make up, including nail varnish, acrylic or artificial nails.

Skirts that are above the knee.

Hoodies, sporting or tracksuit tops & baseball caps.
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4.5. PE Kit Essential

White school logo polo shirt	Appropriate trainers for sport activities
Girls:	Boys:
Navy blue shorts/ Skorts.	Navy blue shorts
Navy blue socks	Navy blue socks

4.6. PE Kit Optional

Navy blue School Logo training top (Girls & Boys)
Navy blue School Logo trackpants (Girls and Boys)

Long hair should be tied back for all physical activities with a navy blue or black hair tie.

5. **Where to purchase uniform**

Uniform can be purchased from Schoolwear Solutions:

1-3 Abbeygate Street, Nuneaton, Warwickshire, CV11 4EJ

02476 341682

Uniform can be purchased online using the link below:

<https://www.schoolwearsolutions.com/our-schools/the-warwickshire-academy/>

6. Expectations for our school community

6.1. 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)

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

6.2. 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

Parents are also expected to contact Jess Hayward, Pastoral 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.

6.3. 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, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by in accordance with our published 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.

6.4. 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.

7. Monitoring arrangements

This policy will be reviewed every 2 years by the Headteacher. At every review, it will be approved by the Local Governing Board (LGB)

8. Links to other policies

This policy is linked to our:

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

9. Changes

Description	Date	Page	Section
New Policy	N/A	N/A	N/A