

Academy Uniform Policy
West St Leonards Primary Academy



Applicable from:	September 2022
Local Board review date:	13.6.22
Future review date:	June 2027

Contents

1. Aims	2
2. Our academy's legal duties under the Equality Act 2010.....	2
3. Limiting the cost of academy uniform	2
4. Expectations for academy uniform	3
5. Expectations for our academy community.....	4
6. Monitoring arrangements.....	5
7. Links to other policies	5

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 academy uniform

2. Our academy'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 academy 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 Mrs. C. Fleri, PA to Principal via c.fleri@wslprimaryacademy.org.uk who can answer questions about the policy and respond to any requests

3. Limiting the cost of academy uniform

Our academy 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 only the school jumper requires 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 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 preloved 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 academy uniform

4.1 Our academy uniform

- › Green sweatshirt with school logo
- › White polo shirts do not require a logo
- › Grey trousers/ skirts may be purchased at any retail outlet of choice.
- › Green and White summer dresses may be striped or checked.
- › Hair styles that are practical/ not distracting and make the student comfortable. Please avoid large bows. Jewellery is not permitted unless child had pierced ears, then small studs are permitted however these need to be taped over on PE days.
- › PE kits are worn to school on the days pupils have PE. Dark green/black shorts/ joggers and a white T shirt are permitted. In colder months pupils may wear a similar coloured plain sweatshirt. Trainers or Plimsolls maybe worn.
- › All black school shoes or all black trainers without brand logo/ coloured soles are permitted. Pupils may carry any design small backpack they wish and coats are also personal preference.

4.2 Where to purchase it

Parents and carers can obtain the uniform from:

Superstitch 86
7Castleham Road
St Leonards on Sea
TN38 9NR
01424 852225

Email: sales@superstitch86.co.uk

- White polo shirts, grey trousers/ skirts and summer dresses can be purchased from 'high-street' retailers
- The academy have a selection of pre loved uniform. Please enquire via office@wslprimaryacademy.org.uk

5. Expectations for our academy community

Consultation with the school community from 10.6.22-27.6.22

5.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the academy premises
- Travelling to and from the academy
- At out-of-school events or on trips that are organised by the academy, or where they are representing the academy (if required)

Pupils are also expected to contact Mrs. C. Fleri, PA to Principal via c.fleri@wslprimaryacademy.org.uk if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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

Parents are also expected to contact Mrs C. Fleri , PA to Principal via c.fleri@wslprimaryacademy.org.uk 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 Trust complaints policy

The academy 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, but will follow up with the Principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by school policies.

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 Board of Trustees

The Board of Trustees has delegated the review of this policy to the academy Local Board who make sure that it:

- › Is appropriate for our academy context
- › Is implemented fairly across the academy
- › 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 five years by the Principal. Every review will include the requirement to consult with the academy Local Board who will subsequently report the outcome of the review to the Board of Trustees.

7. Links to other policies

This policy is linked to our:

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