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| Policy title | Academy Uniform Policy |
| Written by | Senior Leadership Team |
| Policy owner | The Burgess Hill Academy |

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| Status | Approved September 2024 |
| Summary of change | No changes |

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| Equality Impact Assessment date | |
| JCC consultation date (People policies) | |
| Approval date | 13 th September 2024 |
| Approval authority | Principal |
| Review date | 13 th September 2025 |

1. Purpose/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 their pastoral leader, 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
- 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 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

4. Expectations for academy uniform

4.1 Our academy uniform:

Uniform

- The Burgess Hill Academy blazer*
- Plain white shirt
- The Burgess Hill Academy grey trousers* or skirt*
- The Burgess Hill Academy Tie*
- Plain black footwear (no other colour on the footwear including logos and laces should be black)

Option uniform

- The Burgess Hill Academy navy jumper*

PE Kit

- The Burgess Hill Academy navy blue sweatshirt OR navy blue ¼ zip top*
- The Burgess Hill Academy white polo shirt*
- Navy short or skirt
- Sports trainers

Optional PE Kit

- Navy/black tracksuit bottoms
- Navy socks
- Black/navy sports leggings
- Base layers

** In the interests of consistency and ensuring that the appearance of the uniform remains one of smartness rather than fashion, these items will have The Burgess Hill Academy Logo and will only be available through our registered suppliers.*

Rules and expectations:

Hair

- Hair should be worn in a tidy manner. Hair should be tied back as appropriate for various lessons and activities such as PE and science for health and safety reasons. When hair is tied back it should be with an elastic hairband.

Make-up, nails and eyelashes

- Light, discreet and natural looking make-up is optional
- Nails should be short and natural (no false nails/ acrylics/ nail extensions) ³
- Eyelashes should be natural (no false eyelashes/ no eyelash extensions) ³

Jewellery

- Any piercings should be studs only (hoops or other piercings are not acceptable for health and safety reasons) ¹
- Piercings will be asked to be removed for various lessons and activities such as PE. Students must remove piercings and not tape or request to keep them in due to 6 weeks waiting period. If you fail to follow this instruction sanctions will be set (refer to the Behaviour Policy).
- Jewellery is not to be worn in the academy; this includes rings, bracelets and necklaces for health and safety reasons. ¹

Other

- Coats, fashion sweatshirts and hoodies should not be worn inside the Academy ²
- Shirts should be tucked in
- Skirts must not be rolled up or altered in anyway. Newly purchased skirts should be knee length ⁴
- Leggings should not be worn (black/navy sports leggings are an optional item for PE lessons)

Valuables

- MP3 players, iPods/iPads, personal stereos, earphones/ ear pods, bone conducting headphones, cameras and computer games should not be brought into the Academy ²
- Mobile phones are not allowed to be used during the school day, unless directed to by staff to support learning ²

Banned substances/ items – please refer to our Behaviour Policy for a list of banned substances/ items

¹ *If this item is seen within the academy it will be confiscated. Parents/ carers will be able to collect this from school.*

² *If this item is seen within the academy it will be confiscated. Students will be able to collect this at the end of the school day.*

³ *If this item is seen within the academy the student will be asked to remove it. Should this not be possible, parents/ carers will be contacted and asked to collect the student for these to be professionally removed.*

⁴ *If a student's skirt is rolled-up, the student will receive one strike (recorded on Class Charts). Should the student receive 4 strikes they will be placed in the Reflection Room. Should a student receive 5 strikes they will not be allowed to wear a skirt in school.*

4.2 Where to purchase uniform

Uniform is available from the following suppliers:

- Broadbridges, Lynnem House, 1 Victoria Way, Burgess Hill RH15 9NF 01444 242682
<https://www.broadbridges.co.uk/>
- GR Teamwear <https://www.grclubshops.co.uk/burgess-hill-academy-students>

Our Parent Teacher Association (PTA) will also regularly arrange a second-hand uniform sale

5. Expectations for our academy 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 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 their pastoral leader 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 their pastoral leader 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 pastoral leaders and the senior leadership team.

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