

In partnership to  
Educate, Nurture & Empower



**Abbey Grange C of E Academy**

# **POLICIES & PROCEDURES**

## **Uniform Policy**

Date Policy Approved: 16 March 2023  
Approving Body: Local Governing Body  
Next Review Date: September 2025  
Previous Review Date: September 2019

Adopted by Abbey Grange C of E Academy following  
consultation process of all within our school community.

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## **1. Aims**

This policy aims to:

- Set out our approach to requiring a uniform that looks smart, meets the needs of our students and the school day, alongside ensuring best value for money and affordability for parents and carers
- Explain how we will meet our legal duties within this area
- Clarify our expectations for school uniform

## **2. Our school's legal duties**

The Education (Guidance about School uniform costs) Act 2021 sets out how schools must ensure the cost of school uniform is reasonable and provides value for money for parents and carers.

In support of the Education (Guidance about School uniform costs) Act 2021, our school will:

- Ensure the uniform is affordable to all our families
- Ensure families know how to access secondhand uniform by regularly sharing information on this
- Limit the number of branded items to ensure the uniform supports value for money
- Work with uniform providers to ensure that cost and value for money is their highest priority (including the quality and durability of the garment)
- Work with all within our school community to update the policy when required

The Equality Act 2010 prohibits discriminations against an individual based on the protected characteristics, which include sex, gender, race, religion or belief, disability, and gender reassignment.

In support of the Equality Act 2010, our school will:

- Avoid listing uniform items based on sex, to give all the students the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure the uniform costs the same for all students
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back where required due to Health and Safety)
- Allow all students to style their hair in the way that is appropriate and safe for school yet makes them feel most comfortable (more detail in the general school uniform section below)
- Recognise that different hair types require specific styling for hair health and maintenance and incorporate this within our general uniform expectations
- Allow students to wear headscarves coloured plain navy blue or grey in line with their religion or belief

### **3. Limiting the cost of school uniform**

Our school has a duty to make sure that the uniform we require is affordable and in line with statutory guidance as detailed above.

We understand that items with distinctive characteristics (such as branded items and items with a school logo) cannot be purchased from a wide range of retailers and as such, limits parents' ability to seek alternative lower prices.

We commit to making our uniform:

- Available at a reasonable cost
- Provides the best value for money for parents and carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limit any items with distinctive characteristics where possible and make it clear to parents/carers when non-branded items can be worn
- Avoiding different uniform requirements for different year groups
- Avoiding different uniform requirements for extracurricular activities
- Making sure that arrangements are in place for parents and carers to acquire second hand uniform items and that this is well communicated
- Avoiding frequent changes to uniform specifications, ensuring any changes include a changeover period to reduce the financial impact of this

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

All students in Year 7 to 11 are required to wear approved Academy dress. We expect high standards of work and behaviour from our students and believe that these are helped by high standards of dress and appearance. We expect all parents/carers to support our simple and practical requirements.

We ask that all students wear the uniform and encourage them to maintain a good standard of clean and tidy dress in school.

Uniform checks take place daily, as students arrive and throughout the day. Any student wearing items that do not conform to our policy will be asked to change into spare school uniform. The school reserves the right to send students home to address any deviation from the school dress expectations prior to returning to school.

#### **Uniform**

- Abbey Grange branded blazer- blazers are to be worn throughout the school day unless permission from a member of staff has been given to remove them in lessons only
- Abbey grange branded tie
- White shirt- must be long enough to be tucked in and stay tucked in
- Optional v neck mid grey pullover can be worn under the blazer

- Mid grey pleated skirt- must be knee length and with the waist band not rolled up
- Mid grey loose-fitting school trousers- no jegging style or fashion trousers- not black.
- Mid grey loose-fitting school shorts- must be knee length and school trouser material- not black.
- Plain black shoes (no logos, coloured soles, trainer style, canvas pumps, boots, platform soles or high heels even if sold as school shoes).
- Plain grey or navy socks or plain grey, navy or black tights (no white socks or socks above the knee).
- Summer term only: Plain light blue polo shirt- must be long enough to be tucked in and stay tucked in

### **Hair**

- All natural hair colours are allowed.
- Abbey Grange Academy supports the Halo Code, creating an environment welcoming all black/afro hairstyles, without a fear of judgement or reprimand
- Hair items should be plain and, in the school, colours of either navy or grey: this includes headbands, headscarves, wraps, beads, bobbles, ties, and so on.
- Extremes of hairstyle are not permitted, such as having patterns and lines shaved in. School reserves the right to judge what is extreme.

### **Jewellery**

- A small pair of flat ear studs (one in each ear lobe) can be worn as can a simple cross and chain. No other jewellery is allowed. No additional facial/body piercings to be worn or covered. Parents are further advised that jewellery is worn at the owner's risk and that the school takes no responsibility for the loss of any valuable items. On the grounds of safety, however, departments reserve the right to request the removal of jewellery.
- A simple professional watch may be worn (no smart watches).
- Fashion or political badges are not to be worn in school.
- A belt, if worn, must be plain grey or navy.

### **Make-up**

- Discreet make-up is allowed but should be natural and subdued: no use of contouring/shimmer blushers, false eyelashes, eyeliner flicks or lipstick.
- Nail polish and false nails are not allowed.
- No tattoos.

### **PE Kit**

- Plain Light blue Polo Shirt.
- Plain Navy shorts or sports leggings.
- Plain Navy socks.

- Falcon reversible navy multi sports top.
- Trainers (as well as a pair of studded football boots for Years 7, 8 and 9)

*Please Note:*

- Students should be in the correct kit for all PE lessons.
- PE may take place indoors or outside. Students should have appropriate PE kit for the weather conditions.
- If students are injured, they are still expected to be in full kit unless a doctor's note or a note from the parent/carer is sent. They will still take some part in the lesson although we appreciate that in some circumstances the student may be unable to change into sports clothing.
- Pumps are not appropriate footwear for PE lessons.

### **Outdoor Clothing**

Whilst we do not wish to be too prescriptive about outdoor clothing, we would request that students wear plain, practical coats which offer good protection in bad weather. The term 'coat' does not include sweatshirts, cardigans, sports or hooded tops. No hoodies are allowed.

- Outdoor coats must not be worn inside the school building.
- No fashion scarves (shawls) to be worn as single outdoor clothing items.
- The wearing of any denim clothing item is not acceptable.
- Caps and balaclavas must not be worn on the Academy site. Plain hats and hoods may be worn outside in inclement weather.

### **Post 16**

One of the privileges of being in the Sixth Form is not having to wear a school uniform. You are role models in school, and so whilst we want you to be comfortable, we also want to maintain a welcoming atmosphere for all.

In interpreting the dress code, students should ensure that their overall appearance is appropriate to that of a working environment.

We expect that you will dress suitably and avoid extremes of fashion. Students must follow these simple rules:

- Student ID card and lanyard must be worn at all times (including entry and exit from school)
- Jogging bottoms may be worn but worn appropriately
- No tops that do not cover the torso/midriff
- No underwear should be visible at any time
- No extremely ripped jeans
- Shorts and skirts must be of a reasonable length
- No clothing or other accessories which display inappropriate/offensive logos
- No visible tattoos
- No excessive jewellery or piercings

- Coats must not be worn in classrooms
- Headphones and mobile phones are only permitted in the sixth form areas, not in corridors in the main school

During the warmer months of the year, students are reminded that they are in a school, not a college, and will therefore encounter younger students throughout the day. Any clothing that is deemed inappropriate will be challenged.

It is recognised that this dress code will not cover all issues that may arise. Students may seek to wear, for example, items which have not been covered by the above guidelines, but which are against the spirit of this dress code. In such a case, or given any dispute, the final decision is made by the Post 16 Leadership Team

We would be grateful if you could reinforce these expectations with your child so they can be as successful as possible in school, and please contact the Year Manager should you have any specific questions.

***Hardship support:*** *There may be occasions where students need help in the purchase of specific items needed to meet uniform expectations. We will provide this directly. Contact your child's Year Manager if you feel you need any support.*

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

### **Students**

Students are expected to wear the correct uniform at all times (other than specific 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 represent the school (if required)

Students are expected to contact the Assistant Principal of Care and Conduct 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
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Parents and carers are also expected to contact the Assistant Principal of Care and Conduct or another Senior 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 and carers are encouraged to take part in any review linked to school uniform so that their voice and views are heard by the school leaders.

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 and carers to arrive at a mutually acceptable outcome.

### **Staff**

Staff will monitor students to make sure they are in the correct uniform. They will give students and families breaching the uniform policy the opportunity to comply but will follow up with the appropriate Achievement Director or Senior Leader if the situation doesn't improve.

In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolve the situation.

Ongoing breaches of our uniform policy will be dealt with by the Assistant Principal of Care and Conduct.

### **Governors**

The governing board will review this policy and make sure that it:

- Offers a uniform that is appropriate, practical and safe for all students
- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents, carers, staff and students
- Gives the highest priority to cost and value for money

## **6. Monitoring arrangements**

This policy will be reviewed by the local governing body at least every 3 years.

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

This policy is linked to our Anti-bullying policy, Behaviour policy and Complaints policy which can all be found on our website. It also links to the Halo Code which be located on [www.halocollective.co.uk/halo-school/](http://www.halocollective.co.uk/halo-school/)