

# ACKLAM GRANGE SCHOOL



## Uniform Policy

	Term	Year
Last Review Date/Policy Adopted	Summer Term	2022-2023
Next Review Date	Summer Term	2023-2024
Lead	Mr M Laidler	

This school is an academy within The Legacy Learning Trust.



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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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

### To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all students the opportunity to wear the uniform they feel most comfortable in.
- Make sure that our 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).
- Allow all students to style their hair in a way that is both appropriate for school and makes them feel comfortable.
- Allow students to wear headscarves and/or other religious garments.
- Allow students with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs (supported with evidence from a medical professional).
- Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with **Mr Hassack, Deputy Headteacher (email: [hassack.a@acklamgrange.org.uk](mailto:hassack.a@acklamgrange.org.uk))**, who can answer questions about the policy and respond to any requests. Requests will be considered on a case-by-case basis.

### 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 that require a school badge to a jumper, tie, blazer and PE Kit.
- Trousers, plain white cotton shirts, socks and shoes can be bought from non-specified suppliers so long as they are in line with uniform policy expectations.
- Avoiding different uniform requirements for different year/class/house groups.
- Avoiding different uniform requirements for extra-curricular activities other than expected use of PE kit for sporting clubs where required.
- 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 students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

## 4. Expectations for school uniform

### 4.1 Our school's uniform

Children are expected to wear school uniform as we believe that this helps to improve both standards of work and behaviour and encourages students to be proud of their school and themselves. Our uniform helps students to feel a sense of pride and belonging to our school from the very beginning and the image created by students coming to and from school is extremely important to us.

It is essential that all students attend school in full uniform with a school bag and suitable equipment. We undertake regular uniform and equipment checks throughout the school year to ensure that our students are fully equipped and prepared to learn.

#### **All students should have:**

##### **\* *These items must be bought from school supplier***

\*Bright red long sleeved jumper for Year 7-10, navy-blue long-sleeved jumper for Year 11 with school logo

\*Acklam Grange School black blazer

\*School Tie

- Plain black 'formal style' trousers (No jeans, jeans style, cords, cargo type, flared, jeggings, leggings, tight fitted, baggy or zips)
- Plain black knee length skirt – If a skirt is worn, legs should be covered with plain black tights of at least 40 denier
- Plain white collared cotton shirt or blouse which can be fastened with a top button (Shirts should be plain with no logos and should avoid buttoned / frilled collars)
- Plain black (Polishable) leather shoes, low heeled (no trainers, plimsolls, no markings or metal decoration)
- Plain black socks or plain black tights
- Sikh children can wear plain black turbans or head scarves
- Sikh children can wear their kara (wrist bracelets) these must be hidden from view and must be covered during PE for health and safety reasons.
- Muslim or Sikh children can wear plain black shoulder length head scarves with a plain black or white cap – these can be secured with closable safety pins, straight needle like pins are not allowed due to health & safety.

#### **All students are expected to attend school with the below items every day:**

- A school bag at least A4 size
- Pencil case containing black or blue pen, green pen, pencil, ruler and calculator
- Refillable water bottle (Issued to Y7 students in September although students may bring their own)

**At certain times in the year Acklam Grange School may communicate to parents/carers and students, temporary adjustments to the Uniform Policy in response to extreme or seasonal weather. This will be at the discretion of the Headteacher.**

### **Further Guidance on Shoes**

#### **School shoes should be**

- Plain black leather shoes
- Black laces
- Flat shoes
- Smart and formal



#### **Shoes not allowed**

We would ask parents/carers to be vigilant when shopping for new school shoes. Shops regularly advertise styles of shoes not acceptable to Acklam Grange School as 'school shoes'. Some examples of shoes not allowed at Acklam Grange School are illustrated below.

#### **Please avoid**

- Trainers
- Shoes with bright logos
- Plimsolls
- Boots\* (eg. Rockport/Timberlands)
- Any high heels or stilettos.
- Trainer style shoes advertised as 'school shoes' (e.g.certain Kickers - 4<sup>th</sup> image below)



\*Kicker boots are only allowed if student is wearing trousers long and wide enough to cover the top of the boot. Students will not be allowed Kicker boots, if the top of the boot is visible.

## Further Guidance on Uniform Standards

- **Jewellery** Students are permitted to wear a watch. Any other jewellery such as bracelets, necklaces and rings should not be worn. Sikh children can wear their kara (wrist bracelets) these must be hidden from view and must be covered during PE for health and safety reasons.
- **Piercings** Piercings including earrings are not permitted in school, this includes clear plastic retainers. Students arriving at school with piercings will be asked to remove them immediately. We would ask any students planning to get piercings to have them done at the start of the summer break to allow the necessary time to allow removal before returning to school.
- **Hairstyles** The school sets very high standards for the appearance of its students. As part of this, we have clear expectations on the style of hair that is deemed appropriate for the school environment. Students are expected to have:-
  - Moderate hairstyles, avoiding extremes such as shaved patterns/shaved eyebrows.
  - Hair of a natural colour or highlighting or that is seen as the 'norm' within our society.
  - Final decisions on whether a haircut is extreme or appropriate will be at the discretion of the Headteacher.
- **Make-up** Make-up is not permitted on students in school. It is not deemed appropriate or necessary for students to wear make-up in the school environment.
- **Nail Varnish and Nail Extensions** Students are not permitted to wear nail varnish or nail extensions of any kind.
- **False Eyelashes** Students are not permitted to wear false eyelashes or eyelash extensions of any kind.

There is a zero-tolerance approach to the above uniform standards as part of our whole school expectations. Any student arriving to school in breach, the behavior policy will be applied.

## PE Kit

All students should have the following items as part of their PE kit:

- Plain red polo shirt with school logo (no advertising)
  - Training shoes (no plimsolls)
  - Plain navy blue shorts (no advertising)
  - Football boots
  - Plain red football socks
  - Red sweatshirt with school logo (no advertising)
  - Shin pads
  - Plain navy blue tracksuit bottoms (no advertising)
- And/or**
- Plain navy blue leggings with school logo (no advertising)

## 4.2 Where to purchase it

Our school uniform is available for purchase from specialist suppliers **Ross's in Middlesbrough and Rawcliffe's in Stockton**. These suppliers will provide all items of uniform required but students are only required to have a jumper, blazer, tie and PE kit from these suppliers. All other items such as trousers, shirts, socks, and shoes can be bought from non-specified suppliers so long as they are in line with uniform policy expectations.

### Pre-Loved Uniform

#### Uniform Swap Shop

Our 'Uniform Swap Shop' will be open every Consultation Evening and at advertised times during school holidays, this will be accessible from the Acorn Centre. Parents and carers can attend even if it is not their child's year group consultation evening.

Uniform will be available for donations or requests at the Reflect window. Where we have uniform available, we will provide free of charge, but a 'bucket' will be there should anyone wish to make a donation to our school charity, the Meserani Project.

If we do not have uniform available in the requested size, we will be happy to record and notify you should an appropriate donation be received in the future.

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

### **5.1 Students**

Students 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)

Students are also expected to contact Mr Hassack, Deputy Headteacher (email: [hassack.a@acklamgrange.org.uk](mailto:hassack.a@acklamgrange.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
- In good condition

Parents are also expected to contact Mr Hassack, Deputy Headteacher

(email: [hassack.a@acklamgrange.org.uk](mailto:hassack.a@acklamgrange.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 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 students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply, but will follow up with the relevant staff if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by The Behaviour Policy, this can be found on the website.

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 resolving the situation.

### **5.4 Governors**

The local council 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 students
- Offers a uniform that is appropriate, practical and safe for all students

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 annually by Mr Hassack, Deputy Headteacher. At every review, it will be approved by the local council

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

This policy is linked to our:

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