

Uniform Policy

SOUTH AXHOLME ACADEMY



Contents

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

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 students 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 students
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow students to request changes to swimwear for religious reasons
- Allow students to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with Mrs Marsh, Assistant Principal – admin@southaxholme-iet.co.uk, who can answer questions about the policy and respond to any requests

3. Limiting the cost of academy uniform

As an Academy, we have taken into the account the following in regards to limiting the cost of uniform:

- The socio-economic status of the academy community
- Pupil demographics
- 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 academy uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have a academy 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
- Considering cheaper alternatives to academy-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 students could wear on non-academy days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the academy's uniform can act as a social leveler
- Avoiding different uniform requirements for extra-curricular activities
- 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 academy uniform

The Academy prides itself on the behaviour and attitude to learning of all students. The correct wearing of the Academy uniform is central to this. By wearing our uniform, students visibly belong to the South Axholme learning community. By adhering to the dress code, students arrive at the Academy ready to work, and staff are able to concentrate on the core business of teaching and learning.

Academy uniform regulations are published on the academy website. It is the responsibility of parents, carers/guardians and students to ensure that the correct uniform is worn at all times both in the academy and during the journey to and from the academy. Uniform regulations will normally be reviewed annually. Fashion, however, can develop new styles of clothing and attire very quickly. In circumstances where changes in fashion challenge the published uniform list the Principal in discussion with the SLT will reissue guidance to parents, carers and guardians should the need arise.

4.1. Our academy's uniform

- Black blazers are compulsory and jumpers are optional. Blazers must have the academy badge.
- Full length plain black tailored trousers (not ankle grazers) or plain black tailored skirt (not shorter than 3 fingers widths above the knee nothing stretchy or clingy)
- Plain white shirt which buttons to the neck (long or short sleeve). Shirts must be tucked in.
- Academy tie (available from the academy) Ties must cover the fastened top button of shirts or blouses.
- Plain black, flat shoes (no canvas shoes/trainers/sneakers of any kind, plimsolls and no boots). No coloured adornments and logos of any type etc on any footwear.
- Black or white socks (not over the knee) or black opaque tights.

Optional Items

- Plain black belt with plain buckle

- Black academy jumper with purple trip (available in long and short sleeves option via SWI)
- Coat (no hoodies, denim or leather jackets)

PE kit

- Black PE polo shirt with academy badge
- Black PE shorts with academy badge
- Black socks
- Trainers

Optional:

- Black ¾ zip training top with academy badge
- Football boots optional

Recommended

- Gum shield
- Towel
- Shin pads

Please note the academy badge is available for all badged items and pre-loved items are available.

Form Tutors will monitor uniform on a daily basis during registration periods. They will refer students to the Progress and Achievement Leaders if there are any students who are persistently failing to comply with uniform standards.

Shoes must be worn at all times during the academy day, including the journey to and from the academy. Shoes must be black and leather / leather type with no logos or steel toecaps. Plimsolls, boots and canvas shoes are not permitted. Trainers will only be allowed as an alternative to shoes on receipt of a medical note.

Prohibited Uniform Items

The following will not be allowed in academy:

- Jewellery/piercings of any type except a plain wrist watch
- SMART watches
- Jeans, leggings, "skinny" clothing of any kind
- Hoodies or hooded jumpers
- Logos/badges
- Make-up is discouraged, but if it is to be worn then it must be natural
- Nail varnish or acrylic nails
- False eyelashes
- Extreme hairstyles including non-natural dyed hair, shaved/extremely short hair, Mohican and pattern/stripe shaving

4.2 Where to purchase uniform

Academy uniform can be purchased from any suitable outlet except ties and jumpers. Ties must be purchased directly from the Academy and jumpers may be obtained via the online uniform shop, SWI Schoolwear. PE kit may also be purchased from SWI. All details are published on the academy's website.

SWI Welcome pack link [UNIFORM](#)

4.3 Pre-loved Uniform

Every year we receive pre-loved uniform from our generous community. This includes most items of uniform. Please contact the admin team on admin@southaxholme-iet.co.uk for support with any issues related to uniform.

5. Expectations for our academy community

5.1 Students

Students are expected to wear the correct uniform at all times (other than specified non-academy uniform days) whilst: -

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

Parents of students are also expected to contact the academy via the admin email address, admin@southaxholme-iet.co.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 their child's name
- In good condition

Parents are also expected to contact admin@southaxholme-iet.co.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 academy uniform in a timely and reasonable manner.

Disputes about the cost of the academy uniform will be: -

- Resolved locally
- Dealt with in accordance with our academy's complaints policy

The academy will work closely with parents to arrive at a mutually acceptable outcome wherever possible.

5.3 Staff

Staff will closely monitor students to make sure they are in the correct uniform. They will give any student and family breaching the uniform policy the opportunity to comply, but will follow up with the principal if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with in-line with the Academy Achievement and Behaviour Policy. 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 Academy Oversight Committee (governors) will review this policy and make sure that it: -

- Is appropriate for our academy's context
- Is implemented fairly across the academy
- Takes into account the views of parents and students
- Offers a uniform that is appropriate, practical and safe for all students

They will also make sure that the academy'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 regularly.

6. Monitoring arrangements

This policy will be reviewed normally, annually by member/s of the Senior Leadership Team. At every review, it will be approved by the Academy Oversight Committee (Governors)

7. Links to other policies

This policy is linked to our:

- Achievement and Behaviour Policy
- Equality Policy
- Anti-Bullying Policy
- Complaints Policy

8. Document Control

Contact	Mr S Barlow
Status	Issue
Publication Date	November 2022
Review Date	Annually
Next Review due	April 2024
Approved/Ratified by	CEO March 2023
Version Control	
Draft 1 - for comments	
Issue 1 - Authorised version	