L.E.A.D. Academy Trust
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Bishop Alexander L.E.A.D. ACADEMY

Uniform Policy

Policy/Procedure management log

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1. Aims

Bishop Alexander L.E.A.D. Academy is committed to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for all 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
- Developing our pupils' sense of belonging to our academy.

We believe that wearing a smart and practical uniform allows all children, regardless of their backgrounds, to feel equal to their peers and confident in their appearance. It is important for children to wear clothing that is conducive to a successful learning environment, including activity-appropriate clothing, such as sports attire.

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, disability, pregnancy 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 or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Andy Adlington, Headteacher on admin@bishopalexanderacademy.co.uk or 01636 680040, who can answer questions about the policy and respond to any requests. These 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 (DfE) 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:

Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:

- Primary schools insert: 3 or fewer
- Secondary insert: 4 or fewer, if 1 item is a tie
- Carefully consider whether any items with distinctive characteristics are necessary, and limiting these items where possible If your school has a jumper/cardigan as part of its uniform, insert: for example, by only asking that the blazer, worn over a jumper/cardigan, features the school logo
- Limiting compulsory branded items to low-cost and/or long-lasting items If your school has ties as part of its uniform, insert: such as ties
- Considering cheaper alternatives to compulsory 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 such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- Avoiding different uniform requirements for different year/class/house groups [Note: The statutory limit does not prevent your school from adopting different branded uniform requirements for different Key Stages, so amend this section if your school does this. But you should consider cost implications for parents/carers in doing so.]

Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama

- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for Academy Uniform

4.1 Our Academy Uniform

Item	Purchased From	Other Notes
Dark blue/navy sweatshirt/jumper or cardigan	Available from school with a school logo, or **plain** from any high street shop	
Plain white or sky blue polo shirt	Available from any high street shop	
Grey trousers or skirt	Available from any high street shop	
Black smart shoes	Available from any high street shop	No brand logos or coloured shoes
PE Kit	Available from any high street shop	
Black or navy plain shorts	Available from any high street shop	
White plain t-shirt	Available from any high street shop	
Black or navy plain sweatshirt or hoodie	Available from any high street shop	No brand logos. For when weather is colder
Black or navy plain trackies or leggings	Available from any high street shop	

Trainers/plimsolls	Available from any high street shop	
Book Bag	Available from school with a school logo, or **plain** from any high street shop	This is not a requirement to have, and parents may choose to only use a school bag/rucksack
Extra pair of old shoes		During the winter, we try to utilise the field as much as possible. If parents' wish to send a pair of old shoes for the pupils to keep at school, and don't mind them getting dirty, then they may.
Swimming costume/trunks	Swimming costume – one piece Trunks – no shorts allowed	Pupils go swimming usually in year 4
All in one suit	Any colour	If possible, we like Early Years pupils to have an all-weather suit so they can access the outdoor learning environment throughout the year.
Earrings- small stud earrings		Metal, one per ear. For health and safety reasons we cannot permit hoop, or drop earrings
Jewelry		No other jewelry is permitted
Make-up		No make-up, including nail varnish is permitted
Hairstyle		No extreme haircuts or colours are permitted.

4.2 Where to purchase uniform

If you wish to purchase the items above from the school directly, please contact the school to make the order.

There is no expectation that the uniform is purchased from the academy or that it has to have the logo, but we can work with you to support the clothing being purchased.

The academy will periodically throughout the year offer a pre-loved collection of clothing and uniform to be purchased for a small fee. If a family would like to discuss this in more detail, they must contact the academy for a further discussion.

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 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)

Pupils are also expected to contact their class teacher, 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 the academy 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 uniform will be:

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

The school 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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by requesting the parent/carer brings in the correct uniform. If this is not followed, the academy will lend the pupil the correct item of clothing to wear for that day.

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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory guidance.

5.4 Governors

The governing body 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/carers 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 two years, or sooner if legislation changes.

7. Links to other policies

This policy is linked to our:

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