



School

ACADEMY

Uniform

Approach
September 2024

Academy Name: Wicklea Academy
Implementation Date: September 2024
Date Approved:
Approved By:
Review Frequency: Every three years
Date of Next Review: September 2027

1. Aims

This document 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 sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school 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 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 the Headteacher who can answer questions about the policy and respond to any requests

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 from all major supermarkets
- Provides the best value for money for parents/carers

We will do this by:

- Moving to unbranded uniform from September 2024
- Avoiding different uniform requirements for different year/class
- Avoiding different uniform requirements for extra-curricular activities
- 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 school uniform

4.1 Our school's uniform

Each academy requires pupils to wear:

- School cardigan, sweatshirt or fleece – Bottle Green
- White shirt or polo shirt
- Grey or black trousers
- Grey or black pinafore dress
- Grey or black tailored shorts
- Summer gingham dress - Green
- White or grey socks or tights
- Plain black flat shoes or trainers
- Coat

PE kit

- Plain white t-shirt or house colour (red, yellow, green, blue) the academy will inform on houses
- Black shorts
- Black, navy or grey jogging bottoms
- Black, navy or grey sweatshirt
- Sports trainers or slip-on daps
- Swimsuit and towel

Pupils can wear a wrist watch (smartwatches of any kind are not permitted). Children with piercings may wear up to one pair of small studs which are to be removed or covered during PE.

Children are able to wear branded uniform with the original logo to save purchasing any new uniform.

4.2 Where to purchase it

All items are available from all large supermarkets such as Asda, Tesco, Sainsburys and Morrisons.

4.3 PRE- Loved Uniform

In order to work towards environmental commitments and reduce costs for parents, we encourage parents and carers to use pre- loved uniform that we hold a stock of within the school. Please come into the office and take a look at what we items we have. Please do consider donating any Wicklea Academy uniform that your child has outgrown so that we may include it within our pre-loved stock.

Expectations for our community

4.3 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 the Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

4.4 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 Headteacher if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics

Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner. The school will work closely with parents to arrive at a mutually acceptable outcome.

4.5 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.

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.

Monitoring arrangements

This policy will be reviewed every 3 years. At every review, it will be approved by the school Local Academy Council.

5. Links to other policies

This policy is linked to our:

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