

Uniform Policy

Date reviewed:	September 2024	
Approved by:	IEB	September 2024
Next review due by:	September 2027	

For Office Use Only:

Policy Version: 1.0

To make changes to this policy, please
email admin@lincolnshiregateway.co.uk.



Lincolnshire Gateway
Academies Trust

1a Aims

This policy aims to:

- Explain why we require pupils to wear the academy uniform
- 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.

1b Why we require pupils to wear the Academy Uniform.

Our Academy uniform reflects the Academy's long-standing tradition for academic excellence and high standards of which we are so proud. Academy uniform plays a vital role in contributing to the ethos of the Academy and setting the appropriate tone. We believe that by encouraging our students to dress smartly for school, we are building on the standards, discipline and professionalism that the young people we work with, will require in the world of work. We also have a health and safety responsibility in our consideration of uniform expectations for pupils.

By wearing the Academy uniform, students at Kirton Academy demonstrate visually that they belong to the Academy community. Our uniform is a symbol of equality, identity and affiliation to the Academy. Smartness and high standards of appearance are expected at all times, both inside and outside of the Academy premises.

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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and 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 to get in touch with the Principal by emailing enquiries@kirtonacademy.co.uk, 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 Academy uniform

In developing our uniform policy, we have taken into account factors such as:

- The socio-economic status of our Academy community
- Pupil demographics
- The uniform of neighbouring schools and academies in our trust
- The views of our Academy community

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 school uniform.

We understand that items with distinctive characteristics (such as our 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 with distinctive characteristics where possible by only asking that the blazer, tie skirt and some items of PE kit features the Academy logo.
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- 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 pupils could wear on non-school 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 leveller
- 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. Where wholesale changes are required, the Academy ensures that assistance is provided to parents struggling to meet the associated costs.
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy
- In accordance with the Academy Admissions Code, the Academy ensures that the Academy's uniform policy does not discourage parents from applying for a place for their child.
- The Academy is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective students, and that the best value for money is secured through reputable suppliers.

The Academy works to obtain the best value for money possible and regularly reviews our supplier contracts. Any savings negotiated are passed to parents where possible.

Our uniform stockists/suppliers include:

Uniform Direct

9 Market Street, Gainsborough, Lincs, DN21 2BL

Tel: 01427 616105

<http://www.uniform-direct.com>

4. Expectations for Academy uniform from September 2024

Blazer	All students will wear the school blazer, with the Kirton Academy Logo, as a compulsory item and this must be worn at all times as the outer garment on the school site. Students must wear their blazer at all times whilst moving about the Academy.
School Jumper (optional)	Plain black V neck Jumper with no logo
School Shirt & Tie	Plain white shirt with collar & Kirton Academy logo tie.
School Skirt Tights /Socks	Plain black, fully pleated, knee length. No tight, stretchy fabrics, no mini-skirts. Black tights.
Black Trousers	Black school trousers. Traditional classic straight leg, tailored with button and zip. Cut in a medium to heavy weight fabric, not tight fitting . Trouser legs must have the capability of covering a school shoe. Socks must be white or black
School Shoes	Completely black, polishable shoes. No converse, no trainers, no boots, high heeled shoes or sandals.
Coat	Outdoor coat only. No tracksuit tops, sweatshirts, hoodies or gilets to be worn inside of school these must be removed at the gates
Jewellery	The only items of jewellery permitted is a wristwatch, and small single stud piercing allowed in each ear. No smartwatches of any kind. (Medical bracelet allowed)
Make-Up	Natural/discrete makeup only. No obvious make-up or false eyelashes. No nail varnish, acrylic or gel nails. No extreme hairstyles/colours, including patterns or designs cut into the hair.

PE Kit

Compulsory	Kirton Academy Logo Polo shirt Rugby shirt. Kirton Academy Logo Black shorts. Kirton Academy Logo football socks. Studded boots (students will be advised if these are required). Training Shoes (no plimsoles).
Optional	Black tracksuit bottoms – no logo Black leggings – no logo

Some examples of acceptable and unacceptable uniform items

	Acceptable items of uniform		Unacceptable items of uniform		
Skirt					
Fully pleated knee length skirts only			No straight skirts, mini-skirts or skirts made of stretch materials		
Trousers					
Traditional classic, straight leg, tailored with button and zip.			No jeans, leggings, jeggings extreme skinny style trousers		
Shoes	   		   		
Black polishable shoes only			No non polishable trainers, no converse, boots, heels or sandals		
Coat					
No tracksuit tops/hoodies/gilets or sweatshirts worn within school. No hoods up. No coats with inappropriate writing on					
Acceptable School Bag			Unacceptable school bag		
Bag				 	
All students must wear a bag that is large enough to hold an A4 folder, PE kit and other requirements for the school day.					