

Linden Road Academy **Uniform Policy**



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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 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 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
- › 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 Mr Greaves, Principal, who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

Linden Road 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 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 to our school jumper, cardigan and school tie.
- › Considering cheaper alternatives to school-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 school's uniform can act as a social leveler
- › Avoiding different uniform requirements for different year/class/house groups
- › 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 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

- › The branded items of our uniform are: the school jumper and cardigan. The school tie.
 - School cardigan or jumper,
 - A plain white shirt with a collar. This can be a plain white polo shirt in FS1 and FS2.
 - Plain black trousers.
 - Plain black dress or skirt.
 - We do have an optional blazer.
- › Expectations for PE and swimming kit
 - We expect our PE kit to be unbranded plain t-shirt of the colour to match your child's school team,
 - Unbranded black tracksuit trousers, leggings or shorts. An unbranded black jumper or hoodie can also be worn during colder weather.
 - Swimming kit should be a one piece costume. Shorter swimming shorts or trunks for boys. These should not be long and loose.
- › Expectations for jewellery and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010)
 - Earrings may be worn but must be studs and should not be worn for PE or swimming lessons.
 - No other jewelry should be worn.
 - For swimming, swimming caps must be worn for anyone with shoulder-length hair or longer.
- › Expectations for shoes, bags and coats
 - School shoes should be black with black soles, made of leather or plastic but not be made of a mesh, running shoe style fabric.
- › Green and white checked summer dresses may be worn in warmer weather.

4.2 Where to purchase it

- › School jumpers and cardigans and ties can be purchased from:

- Kidsstop, 49 Market St, Hyde SK14 2AB
- Sallies, 39 Manchester Rd, Denton M34 3JU

Pre – worn uniform is often available for free from school. Alternatively, in the summer, a uniform sale is organised where good quality, pre-worn uniform can be swapped for bigger sizes or uniform can be purchased for a minimum donation.

5. Expectations for our school 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 speak to their teacher or Miss Dewar or Mr Greaves 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 Mr Greaves, the Principal, or Miss Dewar, the Vice Principal, 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 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 Principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by discussion with parents/carers to resolve the issue.

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.

6. Monitoring arrangements

This policy will be reviewed in June 2023. The policy will be reviewed every two years from this date.

7. Links to other policies

This policy is linked to our:

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