

# School Uniform Policy

## Littleport and East Cambridgeshire Academy



<b>Approved by:</b>	Craig D'Cunha	<b>Date:</b> 14.10.22
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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 Mrs Martin (SENDCO), [patricia.martin@lecacademy.org](mailto:patricia.martin@lecacademy.org) 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 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: for example, by only asking that the blazer, worn over the jumper, features the school logo
- › Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- › Considering for September 2023 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
- › Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- › 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

- › All students are required to wear a branded school blazer, a school tie and branded PE t-shirt and training top (half-zip or full zip).
- › A plain, navy jumper is optional, to be worn underneath the school blazer.
- › All students are expected to wear a white, button-up shirt and either grey trousers (not slim-fit) or a pleated, knee-length skirt. 'Pencil' skirts are not permitted.
- › Black socks (not over the knee) worn with school uniform, white with PE kit.
- › Students may wear navy PE shorts, navy training-style trousers or navy leggings for PE. These items should not be obviously branded (e.g. Adidas stripes).
- › Hair must be a natural colour and minimal. Hair bands should be discreet and plain in colour e.g. black, blue etc. Fashion-type hair bands should not be worn in school. 'Extreme' styles are not acceptable.
- › Discreet cover up make-up is permitted. The Academy will determine whether make-up is discreet and may ask students to remove make-up if it has been heavily applied. Fake eyelashes/extensions are also not permitted.
- › Nail varnish is not allowed. No gel/acrylic/false nails.
- › Jewellery is not allowed, for example rings, bracelets and necklaces (except for religious or medical purposes). A small pair of plain stud earrings (not hoops) may be worn. No other visible body piercing is acceptable.
- › Watches may be worn but smart watches must not be activated during the school day and cannot be worn during assessments.
- › Shoes must be smart, black leather/synthetic. We **DO NOT** accept canvas shoes, black trainers or leather 'trainer style' shoes such as Nike Air Force 1/Vans/Converse etc. Shoes should be plain in style, bear NO logos or embellishments. They can be slip-on, Velcro or lace-ups. Ankle boots again must be synthetic or leather. We do not accept 'Ugg' style boots or 'Doc Martins'.
- › School bags are necessary and students must bring a water bottle with them to school. Small handbags unsuitable for A4 school work are not permitted.
- › Coats appropriate for the season are an important part of school kit but must be plain in design and not heavily branded. Coats should not be leather.
- › Gumshields for rugby, shin pads for football and stud boots are mandatory for students participating in fixtures/clubs.
- › All students will be provided with a house badge which must be worn on their blazer at all times.

## 4.2 Where to purchase it

For the academic year 2022/2023:

- Branded uniform items can be purchased from Total Clothing [www.totalclothingshop.co.uk/leca](http://www.totalclothingshop.co.uk/leca) or via Mrs Hedges [jo.hedges@lecacademy.org](mailto:jo.hedges@lecacademy.org)
- Second-hand uniform can also be purchased (subject to availability) from:
  - Termly second-hand uniform events
  - Contacting Mrs Hedges: [jo.hedges@lecacademy.org](mailto:jo.hedges@lecacademy.org) who will be able to assist wherever possible.

## 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 contact Ms McCleary if they want to request an amendment to the uniform policy in relation to their protected characteristics [alice.mccleary@lecacademy.org](mailto:alice.mccleary@lecacademy.org).

### 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 Ms McCleary 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 headteacher if the situation doesn't improve.

Students will serve a 25 minute lunchtime detention for missing/incorrect uniform.

Ongoing breaches of our uniform policy will be dealt with by our Behaviour for Learning policy.

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.

## **5.4 Governors**

The governing board 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 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 annually by Ms Phillips, Principal. At every review, it will be approved by the full governing board].

## **7. Links to other policies**

This policy is linked to our:

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