

# RLA's Uniform Policy

## 2024 - 2025



This policy will be reviewed on an annual cycle

Person responsible for the Policy:	Headteacher
Approved by/ date:	September 2024
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**Introduction.** All children attending RLA, from Reception to Year 6, must wear our agreed school uniform during school hours; and when participating in authorised visits and events out of normal school hours. Parents of nursery aged children have the option of their child(ren) wearing the agreed RLA uniform. We provide a complete list of our agreed RLA school uniform items in this policy; via social media feeds; on our website ([www.revoelearningacademy.co.uk](http://www.revoelearningacademy.co.uk)) and in hard copy at the time of admission to RLA.

**Our Aims and Objectives.** Our co-produced School Uniform policy was reviewed and revised in light of pupil, family and staff consultation between April and June 2023; and is informed by statutory guidance, issued by the DfE, to ensure school uniform is affordable to all families. At RLA, we believe that having a smart, affordable school uniform, where all children wear the same, agreed clothing and footwear:

- ✓ welcomes all children to RLA and promotes a sense of fairness and non-favouritism;
- ✓ nurtures a sense of identity and belonging towards our school learning community;
- ✓ removes pressures on families to purchase expensive clothing items, often branded;
- ✓ contributes to creating an appropriate work environment, focussed on excellent teaching and learning;
- ✓ supports positive behaviour, nurturing positive good relations between diverse pupil groups;
- ✓ is practical, comfortable, smart and inoffensive and promotes a sense of pride in being part of our family;
- ✓ prevents children from attending school in fashion clothes that could be distracting to their learning;
- ✓ maintains children's dignity and self-esteem, making them feel included and equal to their peers in terms of their appearance and not to feel inferior or vulnerable to peer pressures and bullying;
- ✓ respects and supports the priorities and circumstances of our parents and carers;
- ✓ prepares our children for the transition to high school and also world of employment;
- ✓ is designed with health and safety and value for money in mind.

**Pre Loved Uniform.** School uniforms are important in establishing the right ethos in a school. They also help to improve behaviour and a sense of belonging and identity. RLA want to be sure its uniform is affordable and offers good value for money for parents and carers.

At RLA, to support enterprise opportunities, and to further support and respect all of RLA children and families, we operate a pre-loved, laundered uniform business **Wednesday afternoon during our parent Chill and Chat meetings.**

All profits from the small charges are used to reduce the costs of visits and visitors which inspire the children's learning and enjoyment. However, because all good condition items are donated by our families, we cannot guarantee that all items and sizes will be in stock at any one time.

**Jewellery.** On health, safety and cost grounds, we do not allow children to wear jewellery at RLA, other than small items of religious meaning eg crucifix on a chain or Sikh kara; ear-ring studs in pierced ears; or inexpensive watches. Medical identification bracelets may be worn by children who have significant medical needs e.g. epilepsy.

We ask our children to remove such items during PE, games and swimming for health and safety reasons.

RLA asks parents who wish their child to have their ears pierced to do so at the start of the summer holiday.

**Hairstyles and Make-up.** To ensure that RLA has an excellent reputation and image, we want all children to be focused on their learning and have smart, affordable hair styles which complement their smart appearance when wearing our agreed, affordable school uniform. We do not consider fashionable hairstyles, or the wearing of make-up, to be suitable for our young children's well-being and RLA's vision and values.

**Footwear.** Children must attend RLA and authorised events outside of normal hours wearing flat, affordable, sensible shoes or trainers which are completely black in colour and have no other coloured brand designs. Again, this is to ensure that families are not pressurised into buying expensive, labelled footwear. It also nurtures a sense of all children feeling equal and not being distracted in their learning.

**Governors' Responsibilities and Duty to Families.** When making policy decisions about our school uniform, our Governing Body will always refer to our Vision and Values and consider:

- ✓ Affordability and value from money
- ✓ Availability and ease of access
- ✓ Impact on teaching, learning and well-being
- ✓ Sustainable sourcing
- ✓ Health and safety
- ✓ Protected characteristics including religion or belief
- ✓ The Human Rights Act 1998, Equality Act 2010 and anti-discrimination legislation
- ✓ Temporary or permanent medical conditions.

Governors will always plan for a suitable time frame for introducing informed changes to our school uniform, to ensure families are not disadvantaged. A transitional period for phasing out old uniform items and introducing new ones is always considered, as is the length of time before the pupil leaves RLA.

Our Governing Committee gives high priority to cost and best value considerations in the design of our school uniform offer. It bears in mind at all times that items must present good value for money and recognises that uniform should not be a barrier to parents and carers in choosing RLA as their child(ren)'s school of choice.

Financial support, further to that available through Pupil Premium eligibility, in purchasing items of uniform may be temporarily available from RLA in cases of particular hardship. Please apply to the Headteacher in writing, setting out the reasons for the particular, extraordinary hardship. All requests will be treated confidentially.

**Equality.** The Headteacher will consider any reasonable request that is made to vary the policy to meet the needs of an individual pupil to accommodate their protected characteristic; or temporary or permanent medical need. In co-producing our School Uniform policy, the Governing Body has carefully considered its obligations not to discriminate unlawfully on the grounds of sex, race, disability, sexual orientation and religion or belief. It also bears in mind the concept of 'indirect' discrimination, involving the application of a requirement, which, although applied equally to everyone, puts those of a particular gender, race, sexual orientation or religion or belief at a disadvantage because they cannot (in practice) comply with it. Such a requirement will need to be justified.

RLA always acts reasonably and responsibly in considering and accommodating stakeholder's voices to reach informed, fair and purposeful policy.

**Non-compliance with our School Uniform Policy.** RLA reserves the right to meet with parents and carers who do not support our School Uniform policy to explain expectations and resolve breaches to our uniform policy, such as inappropriate hairstyle, jewellery, make-up or footwear. Parents and carers may be asked to temporarily remove their child from school in order to correct a breach in uniform. This will be recorded as unauthorised absence.

When making this decision, the child's age, vulnerability, how easily and quickly the breach can be remedied, and the availability of the parent or carer, are considered.

If a pupil repeatedly and deliberately breaches RLA's uniform policy, this may constitute a disciplinary offence and may be grounds for suspension.

**Uniform on set PE Days.** Children may wear their agreed PE uniform throughout the day when they are timetabled to have PE lessons.

**Tracksuits.** If a child is representing RLA at an approved event requiring the official RLA tracksuit, we will maintain a central stock of tracksuits, at no cost to families, to loan to the children for the event. There is no requirement for families to purchase an official RLA tracksuit for everyday PE.

**Year 6.** Year 5 pupils have democratically elected to retain the Year 6 uniform. Therefore, children in Year 6 must wear a white shirt and a RLA tie in their final year at RLA. These items may be either new or pre-loved from the RLA Uniform business, pending pre-loved stock levels.

**RLA School Uniform Details and Information**

Item	Unisex, boys or girls	Compulsory or Optional	Places to Purchase New Items
Teal, embroidered jumper or cardigan	Unisex	Compulsory for all children	First Class Kids, Highfield Road
Green and white gingham summer dress	Unisex	Optional	In store and on line shopping, with home or school delivery, is available at:  Asda, Cherry Tree Road, Blackpool FY4 4QH  Tesco, Clifton Retail Park, Blackpool FY4 4UJ  Sainsbury's, Talbot Road, Blackpool FY1 3AJ
Dark grey trousers, plain skirt or pinafore	Unisex	Compulsory	
Plain dark grey tights	Unisex	Optional	
Blue plain polo shirt, Reception to Year 5	Unisex	Compulsory	
Dark blue elasticated, jogging pants or elasticated leggings	Unisex	Compulsory	
Dark blue elasticated, sport shorts	Unisex	Optional	
White plain t-shirt	Unisex	Compulsory	
<b>White, plain collared shirt (Year 6 only.)</b>	Unisex	Compulsory for Year 6 only	
<b>Striped tie (Year 6 only. Elasticated or non-elasticated)</b>	Unisex	Compulsory for Year 6 only	First Class Kids, Highfield Road
All-black, flat shoes or trainers	Unisex	Compulsory	Various, local retailers.
RLA embroidered track suit *	Unisex	Optional	First Class Kids, Highfield Road

**\*RLA will purchase sufficient tracksuits for representative team events at no cost to families. No requirement for families to purchase tracksuits for general PE lessons**