

## Uniform Policy

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| Date reviewed:      | April 2025     |            |
| Approved by:        | Board          | April 2025 |
| Next review due by: | September 2028 |            |

***For Office Use Only:***

Policy Version:1.0

To make changes to this policy, please  
email [admin@lincolnshiregateway.co.uk](mailto:admin@lincolnshiregateway.co.uk).



**Lincolnshire Gateway**  
Academies Trust

Our uniform policy has been updated, following the publication of recent documents by the Department for Education, which include the following:

- Guidance on school uniforms, updated 19 November 2021
- Statutory Guidance – cost of school uniforms, updated 19 November 2021

### **Why is it important to have a uniform policy?**

The DfE strongly encourages schools to have a uniform policy as it can play a key role in:

- promoting the ethos of a school
- providing a sense of belonging and identity
- setting an appropriate tone for education.

The DfE guidance also states that: 'By creating a common identity amongst all pupils, regardless of background, a school uniform can act as a social leveller. It can reduce bullying and peer pressure to wear the latest fashions or other expensive clothes. If, however, the uniform is too expensive it can place an unreasonable burden on families.'

The Trustees of Waltham Gateway Academy agree that an Academy uniform provides a school with a sense of belonging and pride in the Academy's community. It also contributes significantly to the ethos of the Academy and sets the right tone for learning and communicates high standards.

The Governors have decided that all children should wear clothing that is in keeping with a purposeful learning ethos and is based on the following principles:

- promotes a sense of pride amongst the children in the Academy
- engenders a feeling of community and belonging
- is practical and smart
- identifies children with the Academy
- is not distracting in class
- makes children feel equal to their peers in terms of appearance
- is regarded as suitable, and good value for money, by most parents and carers
- has been designed with health and safety in mind
- impacts positively on attitudes to learning.

### **What factors have been considered when producing the uniform policy?**

In developing the uniform policy, leaders are aware of their responsibility to ensure they comply with the Human Rights Act 1998 and Equality Act 2010 and take into account key considerations such as safeguarding requirements and the health and safety of their pupils.

In addition, and based on the recent guidance, consideration has also been given to aspects such as:

- The cost of uniform
- Branded clothing and items with logos
- Opportunities and provision for second hand uniform purchases.

Our Academy has a duty to make sure 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 those that have to have a school logo) 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.

### **What will we do to ensure our uniform is available at a reasonable cost and provides good value for money?**

We will:

- Carefully consider whether any items with distinctive characteristics are necessary
- Limit items with distinctive characteristics where possible. We only require the Academy logo on our jumper and PE T-shirt
- Avoid different uniform requirements for different year/class/house groups
- Make sure arrangements are in place for parents to acquire second-hand uniform items, for example holding regular pre-loved uniform sales and swap events
- Avoid frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consult with parents and pupils on any proposed significant changes to the uniform policy; carefully considering any complaints that are made about the policy.

### **What are our expectations for school uniform?**

#### **Our uniform:**

- Navy blue sweatshirt with embroidered logo
- Navy blue cardigan with embroidered logo
- White shirt or blouse
- Grey trousers or skirt
- Grey shorts
- Sensible black shoes – see below for further details
- White, grey or black tights
- White, grey or black socks
- Navy blue gingham summer dress
- Grey pinafore dresses

Jeans, sportswear or leggings are not allowed.

There is also a PE kit:

- Black shorts
- Academy sports shirt
- Rubber soled plimsolls for indoor PE
- Draw string PE bag

For outdoor PE children are required to bring:

- Plain dark coloured tracksuit bottoms
- Plain dark coloured sweatshirt
- Trainers for outdoor PE only

Sweatshirts, cardigans and PE shirts are available to purchase from Uniform Direct.

Website: <https://www.uniform-direct.com/>.

Coats are a personal choice, but hoodies, sweatshirts and denim jackets are not considered to be coats.

We ask that all clothing is clearly labelled with the child's name.

Children do not require large school bags and PE kit should be in a draw string bag. We would encourage book bags. If you would like them, book bags and PE bags with the Academy logo are also available to purchase from Uniform Direct.

## Shoes

For health and safety reasons we do not allow children to wear shoes with platform soles, high heels or boots of any kind. All children are required to wear plain black shoes with no visible logos. This includes no trainers; fashion shoes or those made from light material or canvas.

In adverse weather conditions, boots may be worn, however pupils must then change and wear shoes or plimsolls inside the Academy building. This is the case for pupils in all year groups.

| Examples of acceptable footwear                                                    | Examples of unacceptable footwear                                                   |
|------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
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## Jewellery

Bracelets, necklaces, dangling earrings and other accessories are not permitted for reasons of health and safety and are common practice in most primary schools in the United Kingdom. Details of this can be found at: <https://firstaidtrainingcooperative.co.uk/why-cant-i-wear-jewellery-when-playing-sports/>

Children are permitted to wear only one pair of small silver or gold studs in the ears and a wrist watch. Please note that these must be removed on PE days. If children cannot remove earrings themselves, then please make sure they are not worn on PE days.

Should we notice that your child is wearing an item of jewellery which is deemed unsafe, a member of staff will ask your child to remove the item and it will be placed in a clear plastic bag for collection at the end of the day. Jewellery worn for religious reasons will be permitted upon direct agreement, in writing, from the Principal.

The following are not permitted:

- Large earrings or hoops
- Studs or rings in any other part of the body
- Necklaces, bracelets or rings
- No makeup should be worn by pupils at school
- No coloured nail varnish should be worn by pupils in school

## Hair/ Hairstyles

We kindly ask that all long hair is tied up in a ponytail, plait or other controlled style, using either a dark coloured bobble or single blue / black scrunchie.

Children wearing large headbands or bows will be asked to take these out and the accessory will be placed in a clear plastic bag, for collection at the end of the day. Large bows and headbands can present a distraction to both your child and others. We are happy for these to be worn on a non-uniform day. Headwear worn for religious purposes is permitted.

Waltham Gateway Academy does not allow:

- False Nails
- Nail Varnish/Painted Nails
- Makeup of any sort
- Extreme colouration of hair
- Hairstyles which include noticeable variations in colour or length
- Shaven heads or any haircut that involves the shaving of symbols or lines

Parents are to inform the school in writing if they are not able to comply with the uniform policy for any reason. For example, there may be a valid medical reason why a child has to wear alternative footwear to that in the policy. The Principal will determine if this is a valid reason and will respond in writing. The expectation will be for the child to return to being in full uniform as soon as possible.

#### **How will we ensure the policy is adhered to?**

- All staff will encourage and remind children to wear the correct uniform as described above
- Parents will ensure all items of clothing are clearly labelled to help staff return lost items
- Children will be asked to remove jewellery or accessories that are not part of the uniform
- If children are not dressed in the appropriate uniform parents will be contacted and asked to bring in missing items.
- Children who repeatedly do not have the correct uniform, including PE kit, may be provided with a consequence at the discretion of the Principal, in line with the Academy's behaviour policy.

**In all matters concerning uniform, the Principal's decision is final.**

#### **What is the role of parents and carers?**

- Make sure their child has the correct uniform and PE kit
- Make sure every item is clean, in good condition and clearly labelled with the child's name
- Make the Academy aware of necessary amendments in relation to their child's protected characteristics or cost of the uniform
- Make any complaints or objections relating to school uniform in a timely and reasonable manner.

#### **What is the role of staff?**

- To closely monitor children to ensure they are in the correct uniform. They will give any children 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 the senior leadership team and consequences may be given, in line with our Academy behaviour policy.
- In cases where it is suspected that financial hardship has resulted in a child not complying with this policy, staff will take a mindful and considerate approach to resolving the situation.

#### **What is the role of the Governors?**

- The newly elected Local Governing Body will support the Principal in implementing the Academy uniform policy. They consider all representations from parents and carers regarding this policy and liaise with the Principal to ensure that the policy is implemented fairly and with sensitivity.

- It is the Local Governing Body's responsibility to ensure that the Academy uniform meets all national regulations concerning equal opportunities, and that our Academy uniform policy is consistent with our policy on equal opportunities.
- The Local Governing Body ensures that the Academy uniform policy helps children to dress sensibly, in clothing that is hardwearing, safe and practical.
- The Local Governing Body will also make sure that the uniform supplier arrangements give the highest priority to cost and value for money.

#### **How often will this policy be reviewed?**

This policy will be reviewed by the Local Governing Body every three years or sooner if considered necessary.

#### **How does this policy link to others?**

This policy is linked to our:

- Behaviour Policy
- Equality Information and Objectives Statement
- Anti-bullying Policy
- Complaints Policy