



Waltham Toll Bar Academy

Uniform Policy

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For Office Use Only:

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



Lincolnshire Gateway
Academies Trust

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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 school's long-standing tradition for academic excellence and high standards of which we are so proud. Our uniform plays a vital role in contributing to the ethos of the school 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.

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

We are delighted to present all members of our Academy community with a new, simplified Uniform Policy.

Our key areas of focus are as follows:

- All Academy students must wear the new, single Academy Tie from September 2024.
- Subtle Make-Up is permitted for all year groups but False Eyelashes, Nose Studs and Jewellery may not be worn.
- Stretchy (non-tailored) trousers are not part of the uniform policy. We politely ask that all pupils in Years 7-11 are in tailored trousers.
- Appropriate Footwear must be worn, students should not be wearing Trainers or any other type of footwear.

We will always support students with uniform issues and give them an opportunity to comply with the policy. Our Uniform policy is utilised in conjunction with our Behaviour policy.

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 telephoning 01472 500505, or by emailing enquiries@tollbaracademy.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 an Academy 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 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.

4. Expectations for Academy uniform

4.1 Our Uniform

Required Uniform Items (Students must wear):

- **Black blazer with Academy badge***
- **Academy tie***
- **Academy Skirt** or Black trousers (tailored)
- White shirt or Blouse
- Plain black polishable shoes
- Backpack

Optional/Seasonal Uniform Items (Students can choose to wear):

- Plain black jumper or Sweatshirt with no logos (optional to be worn under blazer)
- **Branded Academy skirt***

PE Kit

- **Navy/sky blue reversible capped rugby shirt. ***
- **Navy/sky blue polo shirt with Academy logo. ***
- **Navy/sky blue football shorts/skort with Academy logo. ***
- **Navy/sky blue sports socks with Academy logo. ***
- Football boots (required for participation in football and rugby).
- Training shoes.
- Shin pads.

The following PE Items are optional to all students:

- Navy tracksuit bottoms.
- Swimming costume and towel for showers.
- Black/Navy top base layer to be worn underneath the kit.
- Black/Navy legging base layer to be worn underneath the kit.

Specific Uniform Policies

- *Subtle* make-up can be worn across all year groups. However, Eyeliner, Nose Studs, False eyelashes, tattoo eyebrows, colored nail varnish and acrylic/false nails are not permitted.
- No Jewellery may be worn, aside from a wristwatch.
- **Footwear:** Black Polishable Shoes, without logos. No other types of footwear are permitted. 'Ankle socks' are also not permitted.
- **Hair:** accessories are permitted as long as they are not excessive. No 'vivid' or 'two-tone' hairstyles are permitted
- **Headwear:** Hats must not be worn within Academy buildings.

- **Earrings:** Students may wear one small pair of Earrings, no Hoops or Bars.
- **'Hoodies'**- Sweatshirt-style 'Hoody' Jackets must not be worn. A coat or appropriate Coat or Rain Jacket must be worn.

We also strongly encourage families of all students that cycle to the Academy to ensure that they are wearing a Bicycle Helmet.

4.2 Where to purchase uniform

Items in **bold text** marked with * are only available from our approved uniform suppliers Uniform Direct. 56 Victoria Street, Grimsby. DN31 1BL Tel: 01472 347800. www.uniform-direct.com.

Uniform assistance:

The Academy supports vulnerable families in meeting the costs of uniforms. To claim Academy uniform assistance, parents should normally be eligible for FSM. Families who should contact our Academy office to discuss this. 01472 500 505 or by email enquiries@tollbaracademy.co.uk to discuss our criteria for support.

If you wish to discuss any matters relating to Academy Uniform standards, please do not hesitate your child's Year team on 01472 500505 or enquiries@tollbaracademy.co.uk.

- The budget for the Academy uniform assistance scheme comes from student premium funds.
- Eligibility is determined by checking original documents from the relevant authority.

4.3 Non-compliance and sanctions

Teachers are permitted to discipline students for breaching this policy, in accordance with the Academy's Behavioural Policy.

- Students will be given the opportunity to address the issue upon arrival at the Academy and address the items that breach our policy / change in to correct uniform/borrow school uniform, before they enter premises – without sanction.
- Students will also be given the opportunity to address not wearing our uniform correctly if there are uniform breaches during the school day, however a sanction will be issued. Persistent violation may result in standards report or internal isolation.
- Students may be isolated from the main Academy for any refusal to comply with adult instruction or while we wait for parents to bring the correct uniform or while we wait for pupils to comply with our policy.
- Parents may be called to assist in bringing uniform, supporting pupils being ready for learning.
- If students choose to breach the academy uniform policy during the school day/after arrival on our premises, we expect them to address the uniform issue immediately, in accordance with our policy, they will be issued with a sanction (at the Academy's discretion), the non-uniform items will be immediately confiscated and be available for parental collection. Refusal to comply may result in isolation or suspension.
- Students who persistently violate these rules may be placed on standards report, internally excluded in line with the Academy's behaviour policy, or become subject of a pastoral support plan.
- The Academy reserves the right to internally exclude pupils or suspend pupils who purposefully breach our behaviour policy of which uniform is a part.

5 Expectations for our Academy community

5.1 Students

Students are expected to wear the correct uniform correctly at all times (other than specified non-school uniform days) while:

- On the Academy premises
- Travelling to and from the Academy
- At out-of-school events or on trips that are organised by the Academy, or where they are representing the Academy (if required)
- Students are also expected not to amend their appearance or breach the uniform policy during the school day, after their arrival.

Students are also expected to contact The Principal 01472 500 505 or by email enquiries@tollbaracademy.co.uk 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, essential equipment and PE kit, and that every item is:

- Clean and in good condition
- Clearly labelled with the child's name

Parents are also expected to contact The Principal 01472 500 505 or by email enquiries@tollbaracademy.co.uk 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 Academy uniform in a timely and reasonable manner. Parents are encouraged not to publicise complaints, disputes or publicly denigrate the Academy on social media or the press, in the interest of their child's wellbeing.

Disputes about the cost of the Academy uniform will be:

- Resolved locally
- Dealt with in accordance with our Academy's complaints policy

The Academy 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 Head of Year, Senior Leadership team and ultimately the Principal if the situation doesn't improve.

Staff are also expected to abide by the Trust professional dress code.

Ongoing student breaches of our uniform policy will be dealt with by the Head of Year. 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 Academy's context
- Is implemented fairly across the Academy
- 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 Academy'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.
- Governors are required to ensure that this policy does not discriminate unlawfully.
- Every step has been taken to ensure that the cost of girls' and boys' uniforms are not disproportionate. The Academy endeavours to ensure that our uniform is as gender neutral and inclusive as possible.

Our Uniform Partners are Uniform Direct, 56 Victoria Street, Grimsby. DN31 1BL Tel: 01472 347800. www.uniform-direct.com

- The company won this contract following a tendering process where we decided they provide the best quality and best value uniform for our students.
- We strongly recommend only buying our branded uniform items from this supplier
- Disclaimer: If you choose to purchase our branded uniform from other companies, their products may not
- meet our official uniform standards and may not be of the quality our partners provide.

6. Monitoring arrangements

This policy will be reviewed every 3 years by the Principal. It will be approved by the governing board.

The Academy endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the Trust's Complaints Policy.

7. Links to other policies

This policy is linked to our:

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