

UNIFORM POLICY (Haywood)

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VERSION CONTROL

Version No:	Type of change	Date	Revisions from previous version
0.1	New Document	Nov 2022	New Policy

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1. STATUS

- a. Statutory

2. AIMS

- a. This policy aims to:
 - i. Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
 - ii. Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
 - iii. Clarify our expectations for school uniform

3. OUR LEGAL DUTIES UNDER THE EQUALITY ACT 2010

- a. The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.
- b. To avoid discrimination, our Academy will:
 - i. Avoid listing uniform items based on sex, to give all students the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
 - ii. Make sure that our uniform costs the same for all students
 - iii. Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
 - iv. Allow all students to style their hair in the way appropriate for school yet makes them feel comfortable
 - v. Allow students to request changes to swimwear (where appropriate) for religious reasons
 - vi. Allow students to wear headscarves and other religious or cultural symbols
 - vii. Allow for adaptations to our policy on the grounds of equality by asking students or their parents/carers to get in touch with Mrs F. Hartley, who can answer questions about the policy and respond to any requests.

4. LIMITING THE COST OF SCHOOL UNIFORM

- a. 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.
- b. 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' / carers' ability to 'shop around' for a low price.
- c. We will make sure our uniform:
 - i. Is available at a reasonable cost
 - ii. Provides the best value for money for parents/carers
- d. We will do this by:
 - i. Carefully considering whether any items with distinctive characteristics are necessary
 - ii. Limiting any items with distinctive characteristics where possible. For example, by only asking that the blazer and the branded PE top feature the Academy logo.
 - iii. Limiting items with distinctive characteristics to low-cost or long-lasting items
 - iv. 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
 - v. Avoiding specific requirements for items students could wear on non-school days, such as coats, bags and shoes
 - vi. Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
 - vii. Avoiding different uniform requirements for extra-curricular activities
 - viii. Considering alternative methods for signalling differences in groups for inter-school competitions, such as creating posters or labels
 - ix. Making sure that arrangements are in place for parents / carers to acquire second-hand uniform items
 - x. Avoiding frequent changes to uniform specifications and minimising financial impact on parents of any changes
 - xi. Consulting with parents, carers and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

5. EXPECTATIONS FOR SCHOOL UNIFORM

5.1 Our Academy Uniform

	Uniform	PE Uniform
Branded Items	<ul style="list-style-type: none"> Navy jumper with Haywood Academy emblem (Year 7, 8 & 9 only) Haywood Academy Tie (all years) Black blazer Haywood Academy emblem (Year 10 & Year 11 only) 	<ul style="list-style-type: none"> Haywood Academy sports top
Optional Branded Items		<ul style="list-style-type: none"> Leggings (Stuart Sturridge) Tracksuit bottoms (Stuart Sturridge) Performance jacket (Stuart Sturridge)
Generic Items	<ul style="list-style-type: none"> White shirt/blouse (fit so it can be buttoned to the neck and tucked in trousers) School shoes must look like shoes, not pumps, even if they are in the school shoe section of a shop. 	<ul style="list-style-type: none"> Plain navy knee length sports socks Plain navy shorts Plain navy skort Plain navy leggings (not to be see through) Plain navy tracksuit bottoms
<p>NB: No coats, hoodies, cardigans or scarves are to be worn in school. Blazers (Yr10 & Yr11) and jumpers (Yr 7, 8 & 9) must be worn on the corridors and during any circulation around school.</p>		
Jewellery & Hair-styles	<p>Hair:</p> <ul style="list-style-type: none"> Only naturally occurring hair colours are acceptable. <p>Make-up:</p> <ul style="list-style-type: none"> Make-up should look natural and lightly applied <p>Nails:</p> <ul style="list-style-type: none"> No false nails, nail art (including patterns/jewels), extensions, gel overlays or nail varnish. <p>Jewellery & Watches:</p> <ul style="list-style-type: none"> No bracelets, bangles, loom bracelets. Piercings are limited to one small, plain gold or silver stud in each ear only. No other facial piercings are acceptable. Smart watches are not permitted at the Academy and will be confiscated if seen. 	

5.2 Where to Purchase our Uniform

Supplier	Address	Website	Telephone Number
Smart School Uniform	Unit 2 Highgate Trade Park, Brownhills, Stoke on Trent, ST6 4JZ	www.smartuniform.co.uk	01782 713650
Stuart Sturridge (branded items only)		www.stuartsturridge.com/haywood-academy-pupils	

5.3 Arrangements for 'Pre-loved' Uniform Items

- a. Pre-loved uniform items can be provided directly from the Academy. Parents / carers can contact Mrs C. Ryder for further information about how to access pre-loved items.

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- b. Parents / Carers can also order pre-loved items directly from Smart Uniform. This can be done either in store or using their website.

6. EXPECTATIONS OF OUR ACADEMY COMMUNITY

6.1 Students

- a. Students are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:
 - i. On the Academy premises
 - ii. Travelling to and from school
 - iii. At out-of-school events or on trips that are organised by the Academy, or where they are representing the Academy (if required)
 - iv. Students are also expected to contact Mrs C. Hazel if they want to request an amendment to the uniform policy in relation to their protected characteristics.

6.2 Parents and Carers

- a. Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:
 - i. Clean
 - ii. Clearly labelled with the child's name
 - iii. In good condition
- b. Parents and carers are also expected to contact Mrs F. Hartley if they want to request an amendment to the uniform policy in relation to:
 - i. Their child's protected characteristics
 - ii. The cost of the uniform
- c. Parents and carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.
- d. Disputes about cost of school uniform will be dealt with in accordance with our Academy complaints policy.
- e. The Academy will work closely with parents / carers to arrive at a mutually acceptable outcome.

6.3 Staff

- a. Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply, but will follow up with the Principal if the situation doesn't improve.
- b. Ongoing breaches of our uniform policy will be dealt with by the Academy behaviour policy.
- c. In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

6.4 The Role of the Local Governing Committee

- a. The Local Governing Committee will review this policy and make sure that it:
 - i. Is appropriate for our Academy context
 - ii. Is implemented fairly across the school
 - iii. Takes into account the views of parents and students
 - iv. Offers a uniform that is appropriate, practical and safe for all students
- b. The Local Governing Committee 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.

7. LINKS TO OTHER POLICIES

- a. This policy is linked to our:
 - i. Behaviour Policy
 - ii. Equality Information and Objectives Statement
 - iii. Anti-Bullying Policy

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8. MONITORING AND REVIEW

- a. This policy has been approved by the Board of Trustees. It will be reviewed by the Academy on an annual basis to ensure continuing compliance or earlier should new legislative changes occur.