



White Hall
Academy

Uniform Policy

Signed by:

Headteacher

Date: _____

Chair of governors

Date: _____

Statement of intent

White Hall Academy believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Policy
- Behaviour Policy

Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

Cost principles

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible.

The school 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 pupils, and that the best value for money is secured through reputable suppliers.

The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does not enter into exclusive single supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

Equality principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that the cost of school uniform does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible, and by adhering to the cost principles laid out in the Cost Principles section.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- Are transgender, including non-binary pupils.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, the school will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

Complaints and challenges

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

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

School uniform supplier

Our current school uniform supplier is:

Anglia Sports & Schoolwear Ltd, 8 Brunel Business Centre, Enterprise Way, Clacton on Sea Essex. CO15 4QW. Their website is **yourschoolwear.co.uk**.

The governing board will ensure that a written contract is in place with the supplier for branded items. The school will retender the uniform contract every five years, whether changes to the uniform are made or not, in line with the Tendering and Procurement Policy. The governing board will be able to demonstrate how uniform is procured at the best value for money. The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples.

Non-compliance

Where a child presents incorrect uniform, a pre-printed letter/proforma, will be sent home advising what needs to be changed. Persistent non-compliance will result in Parents/Carers being requested to attend a school-based meeting to discuss how compliance can be reached within an acceptable timescale.

School uniform

The school endeavours to ensure that our uniform is as gender neutral as possible. Pupils who identify as the opposite sex to their birth sex are permitted to wear the uniform of their preferred gender.

The **boys'** uniform is as follows:

- Grey/black Socks
- Purple sweatshirts (Must have school logo)
- White polo Shirt
- Grey trousers/grey shorts

Footwear: Grey or black shoes or ALL BLACK trainers. No other colour trainers.

The **girls'** uniform is as follows:

- Grey/black/white tights
- Black/grey/white socks
- Purple sweatshirts/cardigan (must have school logo)
- White polo shirt
- Grey skirts/trousers (no leggings)
- Purple and white Gingham dresses (may be worn in summer months)
- Hair bands – back/grey or matching purple
- Earrings: Only studs allowed for pierced ears
- No jewellery

Footwear – Grey or black shoes or ALL BLACK trainers. No other colour trainers or high heels.

WET WEATHER – Once the weather turns wetter and colder the children are allowed to wear boots or wellies on their journey to and from school and when they are outside at lunchtimes and playtimes. However, they must have a pair of school shoes/black trainers to change into during lesson time.

Physical Education and Sports clothing is as follows:

Indoor P.E

- Plain white T-Shirt
- Black shorts (cycling shorts are not permitted)
- Black plimsolls

Outdoor P.E

- Sweatshirt - school jumper
- Jogging bottoms (any colour)
- Trainers

Please note: After October half term and until the end of the Spring term, all children need to wear tracksuit bottoms and a tracksuit top, or sweatshirt for all outdoor sessions.

THE PUPILS ARE PERMITTED TO ARRIVE IN SCHOOL WEARING THEIR P.E AND SPORTS CLOTHING ON THE DAYS THEY HAVE SUCH ACTIVITIES TIMETABLED. THEY CAN REMAIN IN THIS CLOTHING FOR THE ENTIRETY OF THE DAY.

Children are **not permitted** (in line with Health and Safety guidelines) to wear earrings for any Physical Education lessons and must be *removed by the child before the lesson or parent/carer before arriving at school.*

Swimming

- Traditional style swimming trunks only
- A one-piece swimming costume must be worn by girls. Bikinis are not permitted
- All children are expected to change for swimming
- Children are not permitted (in line with Health and Safety guidelines) to wear earrings for swimming and these have to be ***removed by the child before the lesson, or by the parent before arriving to school***

Jewellery

- No jewellery is permitted except for a wrist watch. Smartphone watches are not permitted if they have a camera or internet access.
- One pair of gold/silver studs or small sleepers may be worn, for example: one stud/sleeper in each ear lobe only

School Book Bag

- The pupils are expected to have a reading book in the school colour and with the school logo on, which can be purchased from the school office.

Hairstyles

- The school reserves the right to make a judgement on the suitability of pupils' hair and appearance.
- Extreme hairstyles, such as mohawks and patterned or brightly coloured hair, are unacceptable.
- Pupils with what could be deemed extreme hairstyles may be exempt from the rule above on racial or religious grounds, taking into consideration each individual pupil's scenario.
- Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk.
- Long hair must be tied up during practical lessons, e.g. during PE.
- Bandana style headbands and flowers/bows or excessive hair accessories are not to be worn; however, plain hair clips or black, grey or purple bands are acceptable.
- Hair extensions are not permitted.

Make-up

- False nails and nail extensions are not permitted.
- No pupil is allowed to wear make-up.
- Pupils wearing make-up are required to remove it or, if appropriate, will be sent home to remove it.
- There may be exceptions to the above in extreme circumstances, at the headteacher's discretion, e.g. a pupil may be permitted to cover heavy scarring/skin damage.

Adverse weather

- Everyone attending the school during hot weather conditions is required to wear sun-safe clothing that covers as much of their skin as possible.

This includes wearing:

- Loose fitting shirts and dresses with sleeves and collars or covered necklines.
- Over the knee skirts, shorts or trousers.
- Tops that cover the shoulder area.

- During hot weather, lightweight clothing is required to reduce the risk of overheating. Pupils are advised not to wear their jumpers during heatwaves.
- If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun, or spare clothing is provided.
- During cold weather pupils are required to wear a coat outside. Pupils who do not have a coat will be provided one through the 'Bring One, Take One' scheme.
- During cold weather, pupils are encouraged to wear scarfs, gloves, and hats when they are outside.
- Pupils are permitted to wear long jogging bottoms, gloves, hats and hoodies during PE in cold weather.

Labelling

- All pupils' clothing and footwear is clearly labelled with their name.
- Any lost clothing is to be taken to the school office and will be stored in the lost property shed in the Key Stage 2 playground. All lost property is retained for the term and any uniform that is not clearly labelled may be sold in the lost and found sale organised by the Friends of White Hall Academy.

Monitoring and review

- This policy is reviewed every two years by the chair of governors and the headteacher.
- The scheduled review date for this policy is September 2024