



# School Uniform Policy

Wood End Park Academy

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**Last reviewed on:** September 2024

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## 1. Aims

This policy aims to:

- 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 school uniform

## 2. Our school's legal duties under the Equality Act 2010

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mrs Sue Liddle, who can answer questions about the policy and respond to any requests

## 3. Limiting the cost of school uniform

Our academy has a duty to make sure that the uniform we require is affordable and 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 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' ability to 'shop around' for a low price. We therefore do not insist that all uniform items are purchased from our school uniform provider only: PMG SchoolWear. PMG SchoolWear is the only establishment that sells the school jumper with the academy logo. We do prefer pupils to wear this item in line with their uniform colours. We can support parents to purchase this item if needed. To find out if you are eligible for support, please contact Mrs Pooja Bhakri.

We will 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 for example, the school blazer with the school logo is optional
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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
- 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 school's uniform can act as a social leveler
- We do not have different uniform requirements for different year/class/house groups
- We do not have 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
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

## **4. Expectations for school uniform**

### **4.1 Our school's uniform**

- The school jumper with the academy logo is highly desirable
- The school blazer with the academy logo is optional
- The other items that are branded are our PE kit. A plain blue tracksuit can be worn instead of a tracksuit with the academy logo; a plain white t-shirt is fine too.
- We do not have a uniform swimming kit so any kit can be worn for swimming
- Jewellery that can be worn are studs or small hoops- this applies to both boys and girls. Religious items can be worn too.
- Hair length is not specified so long as hair is tied back and kept neat to avoid being susceptible to e.g. headlice etc and maintain a smart image
- Plain black shoes or plain black trainers can be worn - this is for boys and girls
- We do have jackets and bags with the school logo on. The jackets are optional and are available for only those who would like to purchase one. The school book bag is an essential but is durable and for the purpose of carrying all documents to and from school
- Additional items
  - We do have caps to wear in the summer with the academy logo otherwise a plain blue cap should be worn.

## 4.2 Where to purchase it

- Parents and carers can obtain the uniform from an online retailer: PMG SchoolWear.
- Do enquire at the school front office if you are interested in second hand uniform items. We do encourage parents to donate such items

## 5. Expectations for our school community

### 5.1 Pupils

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

- On the school premises
- Travelling to and from school
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Pupils are also expected to contact Ms Surjeet Johra (principal) 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 and PE kit, and that every item is:

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

Parents are also expected to contact Ms Surjeet Johra (principal) 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 school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

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

The school 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 the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the principal if the situation doesn't improve.

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 Academy Council

The academy council will review this policy and make sure that it:

- Is appropriate for our school's context

- Is implemented fairly across the school
- 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 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.

## **6. Monitoring arrangements**

This policy will be reviewed annually by the principal. At every review, it will be approved by the academy council.

## **7. Links to other policies**

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy