

Title	School Uniform Policy
Associated Policies	<ul style="list-style-type: none"> • Behaviour Policy • Equality Policy • Anti-Bullying Policy • Complaints Policy

REVIEWED: September 2022

NEXT REVIEW: September 2023

1. Policy Statement

1.1 The Trust prides itself on high standards of dress in each Academy as it is firmly believed that the way in which students present themselves in school has a positive effect on their self-esteem, their behaviour and their attitude towards learning. It also impacts on how the wider community views our students.

1.2 It is our expectation that students attend our Academies dressed smartly, safely and appropriately. The Trust and each Academy asks for the co-operation of students and parents in maintaining these standards.

1.3 This policy sets out the high standards of dress that is expected within the Trust and each Academy, in addition to setting out how the Trust and each Academy will avoid discrimination in line with our legal duties under the Equality Act 2010.

2. Who does this policy apply to?

2.1 Students: 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)

Students are also expected to contact the Principal of their Academy if they want to request an amendment to the uniform policy in relation to their protected characteristics. Such cases will be treated with due sensitivity and in confidence.

2.2 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 the Principal of their Academy if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

Such cases will be treated with due sensitivity and in confidence.

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 in accordance with our Trust and Academy's complaints policy.

2.3 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, however will follow up with the Principal if the situation doesn't improve. Ongoing breaches of our uniform policy will be dealt with in line with the school Behaviour Policy. 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.

2.4 Governors: will review this policy and ensure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents and students
- Offers a uniform that is appropriate, practical and safe for all pupils

The governing body will also ensure 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 retendering contracts at least every 5 years.

3. Who is responsible for carrying out this policy?

- 3.1** The implementation of this policy will be monitored by the Principal and governors of each Academy and remain under review by Brooke Weston Trust (Executive Leadership Team).
- 3.2** All members of each Academy staff are expected to be proactive in implementing this policy by challenging any student who does not conform.

4. Our legal duties under the Equality Act 2010

- 4.1** The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.
- 4.2** 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 students to have long hair (though we reserve the right to ask for this to be tied back)
 - Allow all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable
 - Allow student to request changes to swimwear for religious reasons
 - Allow students to wear headscarves and other religious or cultural symbols
 - Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with their Principal who can answer questions about the policy and respond to any requests

5. Cost of school uniform

- 5.1 Our school 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 (November 2021).
- 5.2 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.
- 5.3 We are committed to ensuring that our uniform:
- Is available at a reasonable cost
 - Provides the best value for money for parents/carers
- 5.4 We will do this by:
- Carefully considering whether any items with distinctive characteristics are necessary
 - Limiting any items with distinctive characteristics where possible
 - 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 does not 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
 - Avoiding different uniform requirements for different year/class/house groups
 - Avoiding different uniform requirements for extra-curricular activities
 - Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
 - 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

6. Expectations for school uniform

6.1 Our school uniform

- School blazer or jumper with badge: Blazers or jumpers are to be worn at all times with the sleeves rolled down, including as students arrive and leave school. Only school badges to be worn on blazer or jumper. Teachers may give permission to remove the blazer in lesson, and it may be removed at break and lunchtime.
 - A school tie: tie in the school colours for safety and uniformity.
 - A formal shirt: formal shirt in white cotton, with stiff collar and buttons to the neckline. This must be worn with the sleeves rolled down and tucked into the trousers or skirt at all times.
 - Trousers: black trousers, full length.
 - Skirt: black skirt worn to knee or below.
 - Socks: black or dark grey socks should be above the ankle and should be knee length with skirts
 - Shoes: formal shoes in black. Shoes should not be trainers or include any sports logos
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- Coat: an outdoor coat can be worn and must fit over the blazer. The coat is not to be worn instead of blazer or under the blazer. Hoodies are not permitted in school, nor are any other non-uniform items of clothing.

PE Kit

- Academy PE polo tops
- Academy shorts / tracksuit bottoms
- Academy skort / Academy sports leggings (optional for girls)
- Academy PE Hooded top / Academy ¼ Zip Top (optional)
- Trainers (any colour)
- Football boots (as needed).

Hair and make-up

- All hair must be natural colour.
- Long hair to be tied back in PE, DT and science.
- Hair products should be avoided due to safety issued around flames in science, DT etc.
- Students will be given 24 hours to change inappropriately coloured hair.
- Hair extensions must be the wearer's natural hair colour.
- Make-up must be 'subtle'. School defines what 'subtle' is and students will be asked to remove excess.
- No nail extensions: these prevent students from effectively participating in activities and poses a risk to students' safety.
- Only clear varnish – no colours allowed.

Jewellery

- Two 5mm studs – one per ear
- No facial piercings, no hoops, no multiple studs, no tongue studs, no spacers
- No necklaces, bracelets or rings
- No wrist bands
- Hair bands must be on hair or in pockets, not around wrists
- Students may wear a watch but no other jewellery is permitted due to health and safety and liability in case of loss

6.2 Where to purchase it

Corby Business Academy has a dedicated Uniform supplier;

Karlsports

Kettering

01536 601731

Karlsports.schoolwear@gmail.co.uk

<https://ksschoolwear.co.uk/product-category/corby-business>

For recycling, donating and purchasing pre-worn school Uniform

The school provides details about a local Facebook group 'school uniform for sale in Corby' Links can be found on the school website and our own Facebook page.

7. Policy Review

7.1 This policy will be monitored as part of the Academy's annual internal review and reviewed on a three year cycle or as required by legislature changes.