



L.E.A.D. Academy Trust

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# **Radford Academy Uniform Policy**

Updated October 2022

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## **Introduction**

It is our school policy that all pupils wear school uniform when attending school, or when participating in a school-organised event outside normal school hours’.

The academy has used the DfE non-statutory guidance on school uniform and agrees with the guidance given in the DfE booklet which states:

‘The school uniform plays a valuable role in contributing to the ethos of a school and setting an appropriate tone. The Department strongly encourages schools to have a uniform as it can instil pride; support positive behaviour and discipline; encourage identity with, and support for, school’s ethos; ensure pupils of all races and backgrounds feel welcome; protect children from social pressures to dress in a particular way; and nurture cohesion and promote good relations between different groups of pupils. The Department also encourages schools to have a very clear position about appearance such as hair colour, style and length and the wearing of jewellery and make-up.’

## **1. Aims**

Radford Academy is committed to:

- promoting equality
- ensuring value for money, is practical and smart
- ensuring that no pupil is discriminated against due to their religion or belief, economic circumstances or social and cultural background.
- committed to developing our pupils sense of belonging to our school. Promotes a sense of pride in the school;

We believe that wearing a smart and practical uniform allows all children, regardless of their backgrounds, to feel equal to their peers and confident in their appearance. It is important for children to wear clothing that is conducive to a successful learning environment, including activity-appropriate clothing, such as sports attire.

## **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 sex, race, religion or belief, 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 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. Dave’ (Headteacher), via the school office, who can answer questions about the policy and respond to any requests

### 3. Limiting the Cost of School Uniform

Radford 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 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 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
- 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
- Avoiding different uniform requirements for different years or classes
- 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 thereby 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 Academy Uniform

#### 4.1 Our Academy Uniform

Item	Purchased From	Other Notes
Dark blue/navy sweatshirt/jumper or cardigan	Available from school with a school logo, or <b>plain</b> from any high street shop	
Plain white polo shirt	Available from any high street shop	
Grey trousers, skirt or pinafore, (trouser shorts in the summer)	Available from any high street shop	Trousers and shorts worn in school for uniform must be appropriate uniform style material and 'cut', not sportswear or fashion styles.
Blue gingham (checked) dress in summer (optional)	Available from any high street shop	
<b>Year 5 and 6 pupils</b> Blazer and tie	First Blazer and tie provided by school. Replacements can be ordered from school.	Year 5 and 6 pupils can choose whether to wear a shirt and blazer or sweatshirt on a daily basis.

White shirt	Available from any high street shop	
Black smart, comfortable shoes	Available from any high street shop	No brand logos or coloured shoes No high heels or open toed sandals for Health and Safety reasons.
<b>PE Kit</b> , White T-shirt	Available from school with a school logo or <b>plain</b> white T- shirt from any high street shop	
Black plain sweatshirt or hoodie	Available from any high street shop	No brand logos. For when weather is colder
Black shorts, joggers, trackies or leggings	Available from any high street shop	
Trainers/plimsolls	Available from any high street shop	
Book Bag	Available from school with a school logo, or <b>plain</b> from any high street shop	The first book bag is provided by the school.  This is not a requirement to have, and parents may choose to only use a school bag/rucksack
Backpack / rucksack	Available from school with logo or from any high street shop	
Extra pair of old shoes (optional)		During the winter, we try to utilise the field as much as possible. If parents' wish to send a pair of old shoes for the pupils to keep at school, and don't mind them getting dirty, then they may.
Swimming costume/trunks	Swimming costume – one piece Trunks – no shorts allowed	Pupils from Years 1 – 6 all go swimming at some point in the academic year.
Head scarf (for religious observance)	Grey, pull on. Available from school or from any retailers.	
Earrings- small stud earrings		Metal, one per ear.  For health and safety reasons we cannot permit hoop, or drop earrings  Earrings to be removed during P.E., games and swimming lessons for health and safety reasons.
Jewelry		No other jewelry is permitted
Make-up	Make up and cosmetics are not considered appropriate or consistent with our school uniform.	No make-up, including nail varnish is permitted
Hairstyle	Ideally, pupils with long hair should tie back using small (blue / black) discrete clips or hair bobbles for safety reasons.  Additional items such as caps, bandanas, scarfs or fashion wear are not permitted.	No extreme haircuts or colours are permitted.

The school strongly discourages the wearing of leather and expensive fashion coats/jackets since the school cannot take responsibility for loss or damage of items of clothing.

## **Footwear**

The school wants all children to grow into healthy adults. We believe that it is dangerous for children to wear shoes that have platform soles or high heels, so we do not allow children to wear such shoes in our school. Neither do we allow children to wear trainers through the school day; this is because we think that this footwear is appropriate for sport or for leisurewear but is not in keeping with the smart appearance of a school uniform. We require all children to wear black shoes as stated in the uniform list. In winter time, winter black shoes or black boots may be worn.

### **4.2 Where to purchase uniform**

- If you wish to purchase the items above from the school directly, please contact the school to make the order and pay via the Gateway app. There is NO expectation that the uniform is purchased from the academy or that it has to have the logo.
- Each half-term, we will offer second hand uniform for a small fee. Any uniform that is of good quality, that parents wish to donate, would be gratefully received.

## **5. Expectations for our Academy 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 the Headteacher, 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 the Headteacher 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.

We understand that sometimes there are genuine reasons why children are not wearing the correct uniform. In these cases, please let a member of staff know. The school will endeavour to help where possible.

### **5.3 Staff**

Staff will closely monitor pupils to make sure they are in correct uniform. Children and parents will be reminded about expectations and the school uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by requesting the parent/carer brings in the correct uniform. If this is not followed, school will lend the pupil the correct item of clothing to wear for that day. 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.

## 6. Monitoring arrangements

This policy will be reviewed every three years.

## 7. Links to other policies

This policy is linked to our:

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