



# THE **GREETLAND** ACADEMY

## Uniform Policy

<b>Approved by:</b>	Local Governing Board		
<b>Responsible department:</b>			
<b>Last review date:</b>	[September 23]	<b>Last reviewed by:</b>	Sarah Kaler
<b>Last updated:</b>	[Date]	<b>Last updated by:</b>	
<b>Next review due :</b>	[September 24]		

### **1. 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 pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mrs Crowther who can answer any questions about the policy and respond to any requests

### **3. Limiting the cost of school uniform**

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.

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
- making the wearing of items with the school logo on non-compulsory

- allowing the wearing of cheaper alternatives to school-branded items
- 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 leveller
- no difference in uniform requirements for different years
- avoiding 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**

- Our school's uniform can be found on the school's website here:  
<https://greetlandacademy.org.uk/wp-content/uploads/2023/03/Uniform-Leaflet-March-2023.pdf>
- No child has to wear any branded items but these are available at a low cost.

#### School Uniform:

Trousers: plain grey school trousers

Skirts: plain, grey knee length school skirts

Summer: plain grey shorts or red checked summer dress

Polo shirt: white with school logo or plain

Sweatshirt: red, either with school logo or plain

Socks/Tights: plain black, grey or red

Footwear: plain, black school-type shoes. No stripes, coloured flashes or heels. No trainers. Boots may be worn to travel to school and then shoes worn for the day. (If children come to school in inappropriate footwear they may be given school pumps to change into for the rest of the day)

PE Kit: red or black shorts, red polo shirt, plain black joggers or leggings, pumps or trainers. We also have an optional, red hoodie with the school logo but alternatively children can wear their school jumpers. Other hoodies, football tops and other sports wear is not permitted. Children wear their PE kits to school on their PE days.

Swimming: conventional swimwear (no long shorts for boys) and towel. Swimming caps are encouraged. Children wearing earrings will not be allowed to swim (CMBC policy)

Jewellery: this is not permitted apart from stud earrings. Children must be able to tape up or remove their own earrings for PE for health and safety reasons.

Make-up: it is not permitted for children to wear make-up.

#### **4.1 Where to purchase it**

- Shaw Hardcastle, 20 Commercial Street, Halifax HX1 1TB - <https://smartschoolwearcentre.co.uk/>
- Other high street suppliers of branded uniform
- Any local supermarket for non-branded items
- Information about second-hand uniform, for example: second-hand uniform sale will be sent out on Seesaw and our pre-loved pop-up shop will be available at parents' evenings and other events

### **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 Mrs Crowther 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 Mrs Crowther 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 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 Governors**

The Local Governing Body will review this policy and make sure that it:

- is appropriate for our school's context
- is implemented fairly across the school
- considers the views of parents and pupils
- offers a uniform that is appropriate, practical and safe for all pupils

The LGB 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 Mrs Crowther, Principal. At every review, it will be approved by the full Local Governing Body.