



**Reynolds
Academy**

UNIFORM POLICY

Date reviewed:	January 2023	
Approved by:	LGB	tbc
Next review due by:	January 2026	



Lincolnshire Gateway
Academies Trust

Our uniform policy has been updated, following the publication of recent documents by the Department for Education, which include the following:

- Guidance on school uniforms, updated 19 November 2021
- Statutory Guidance – cost of school uniforms, updated 19 November 2021

Why is it important to have a uniform policy?

The DfE strongly encourages schools to have a uniform policy as it can play a key role in:

- promoting the ethos of a school
- providing a sense of belonging and identity
- setting an appropriate tone for education.

The DfE guidance also states that: 'By creating a common identity amongst all pupils, regardless of background, a school uniform can act as a social leveller. It can reduce bullying and peer pressure to wear the latest fashions or other expensive clothes. If, however, the uniform is too expensive it can place an unreasonable burden on families.'

The Governors of Pilgrim Academy agree that an Academy uniform provides a school with a sense of belonging and pride in the Academy's community. It also contributes significantly to the ethos of the Academy and sets the right tone for learning and communicates high standards.

The Governors have decided that all children should wear clothing that is in keeping with a purposeful learning ethos and is based on the following principles:

- promotes a sense of pride amongst the children in the Academy
- engenders a feeling of community and belonging
- is practical and smart
- identifies children with the Academy
- is not distracting in class
- makes children feel equal to their peers in terms of appearance
- is regarded as suitable, and good value for money, by most parents and carers
- has been designed with health and safety in mind
- impacts positively on attitudes to learning.

What factors have been considered when producing the uniform policy?

In developing the uniform policy, leaders are aware of their responsibility to ensure they comply with the Human Rights Act 1998 and Equality Act 2010 and take into account key considerations such as safeguarding requirements and the health and safety of their pupils.

In addition, and based on the recent guidance, consideration has also been given to aspects such as:

- The cost of uniform
- Branded clothing and items with logos
- Opportunities and provision for second hand uniform purchases.

Our Academy has a duty to make sure 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 those that have to have a school logo) 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.

What will we do to ensure our uniform is available at a reasonable cost and provides good value for money?

We will:

- Carefully consider whether any items with distinctive characteristics are necessary
- Limit items with distinctive characteristics where possible. We only require the Academy logo on our jumper and PE T-shirt
- Avoid different uniform requirements for different year/class/house groups
- Make sure arrangements are in place for parents to acquire second-hand uniform items, for example holding regular pre-loved uniform sales and swap events
- Avoid frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consult with parents and pupils on any proposed significant changes to the uniform policy; carefully considering any complaints that are made about the policy.

What are our expectations for school uniform?

Our uniform:

- Navy blue sweatshirt with embroidered logo
- Navy blue cardigan with embroidered logo
- White shirt or blouse
- Grey trousers or skirt
- Sensible black shoes – see below for further details
- White, grey or black tights
- Grey or black socks

Jeans, sportswear or leggings are not allowed.

Blue checked dresses may be worn in warmer weather.

There is also a PE kit:

- Black shorts
- Academy sports shirt
- Rubber soled plimsolls for indoor PE
- Draw string PE bag

For outdoor PE children are required to bring:

- Plain dark coloured tracksuit bottoms
- Plain dark coloured sweatshirt
- Trainers for outdoor PE only

Sweatshirts, cardigans and PE shirts are available to purchase from Uniform Direct.

Website: <https://www.uniform-direct.com/>.

Coats are a personal choice, but hoodies, sweatshirts and denim jackets are not considered to be coats.

We ask that all clothing is clearly labelled with the child's name.

Children do not require large school bags and PE kit should be in a draw string bag. Coats and PE bags must fit inside a locker where space is limited. If you would like them, book bags and PE bags with the Reynolds Academy logo are also available to purchase from Uniform direct.

Shoes

For health and safety reasons we do not allow children to wear shoes with platform soles, high heels or boots of any kind. All children are required to wear plain black shoes with no visible logos. This includes no trainers; fashion shoes or those made from light material or canvas.

In adverse weather conditions, boots may be worn, however pupils must then change and wear shoes or plimsolls inside the Academy building. This is the case for pupils in all year groups.

Examples of acceptable footwear	Examples of unacceptable footwear
	

Jewellery

On health and safety grounds we do not allow children to wear jewellery in our Academy. The exceptions to this rule are earring studs in pierced ears (one stud per ear) and wrist watches. These items of jewellery must be removed for PE activities. If children cannot remove earrings themselves then please make sure they are not worn on PE days.

Extreme haircuts

Children’s hair must be worn in an appropriate style with no extreme styling or designs: mohicans, lines/patterns, completely shaven heads or undercuts are not permitted, neither are bright coloured highlights or obvious dyeing of the hair resulting in two or more distinct colours.

We advise that long hair is tied back at all times, but at a minimum during PE or when using playground equipment. Please ensure that all hair accessories are for practical, rather than adornment purposes and are plain, dark colours. Large headbands and bows are not permitted in any colour or design.

How will we ensure the policy is adhered to?

- All staff will encourage and remind children to wear the correct uniform as described above
- Parents will ensure all items of clothing are clearly labelled to help staff return lost items
- Children will be asked to remove jewellery or accessories that are not part of the uniform
- If children are not dressed in the appropriate uniform parents will be contacted and asked to bring in missing items.
- Children who repeatedly do not have the correct uniform, including PE kit, may be provided with a consequence at the discretion of the Principal, in line with the Academy's behaviour policy.

In all matters concerning uniform, the Principal's decision is final.

What is the role of parents and carers?

- Make sure their child has the correct uniform and PE kit
- Make sure every item is clean, in good condition and clearly labelled with the child's name
- Make the Academy aware of necessary amendments in relation to their child's protected characteristics or cost of the uniform
- Make any complaints or objections relating to school uniform in a timely and reasonable manner.

What is the role of staff?

- To closely monitor children to ensure they are in the correct uniform. They will give any children and families breaching the uniform policy the opportunity to comply, but will follow up with the Principal if the situation doesn't improve.
- Ongoing breaches of our uniform policy will be dealt with by the senior leadership team and consequences may be given, in line with our Academy behaviour policy.
- In cases where it is suspected that financial hardship has resulted in a child not complying with this policy, staff will take a mindful and considerate approach to resolving the situation.

What is the role of the Governors?

- The Local Governing Body support the Principal in implementing the Academy uniform policy. They consider all representations from parents and carers regarding this policy and liaise with the Principal to ensure that the policy is implemented fairly and with sensitivity.
- It is the Local Governing Body's responsibility to ensure that the Academy uniform meets all national regulations concerning equal opportunities, and that our Academy uniform policy is consistent with our policy on equal opportunities.
- The Local Governing Body ensures that the Academy uniform policy helps children to dress sensibly, in clothing that is hardwearing, safe and practical.
- The Local Governing Body will also make sure that the uniform supplier arrangements give the highest priority to cost and value for money.

How often will this policy be reviewed?

This policy will be reviewed by the Local Governing Body every three years or sooner if considered necessary.

How does this policy link to others?

This policy is linked to our:

- Behaviour Policy
- Equality Information and Objectives Statement
- Anti-bullying Policy
- Complaints Policy.