



ALEC REED ACADEMY
PROUD TO LEARN

Academy Uniform Policy

Primary Phase/High Academy/All Through

Policy Owner:	Margo Muris	Approved By:	Board of Trustees/ Principal/ Leadership Team
Target Audience:	Students/Parents/Carers /Prospective Parents	Requirement to Publish on Website:	Yes
Purpose:	To provide parents and students, a clear understanding of what is required in the wearing of a Academy uniform	Statutory Policy:	Yes
Review Date:	July 2024	Next Review Date:	July 2027
Oversight by: Board Member/ Committee	Finance, Resources, Audit & Risk and Education Sub-committee		

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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
- Make clear our expectations for Academy uniform

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 the Academy yet makes them feel most comfortable.
- Allow all pupils to use natural hair colours to change the colour of their hair.
- 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 the Principal/CEO, who can answer questions about the policy.

3. Limiting the cost of academy uniform

Our 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 academy uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have a Academy 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. However, we make sure our branded uniform is affordable at a reasonable cost by offering an **academy uniform shop** service to parents and carers which is non-profit making. This provides the best value for money for parents/carers.

In addition we will do this by:

- Always considering whether any items with distinctive characteristics are necessary,
- Limiting any items with distinctive characteristics to low-cost or long-lasting items, such as blazers, jumpers and ties,
- Considering cheaper alternatives to Academy-branded items, such as logos that are printed rather than embroidered on the PE kit, as long as this doesn't compromise quality and durability,
- Avoiding specific requirements for items pupils could wear on non-Academy days, such as coats, bags and shoes,
- Keeping the number of optional branded items to a minimum, so that the Academy'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 year groups such as lanyards which are provided by the Academy,
- 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, as we did when we introduced blazers for the secondary phase.

4. Expectations for Academy uniform

Our Academy's uniform

SECONDARY PHASE UNIFORM		
ITEM OF UNIFORM	INFORMATION	PURCHASE FROM
Academy blazer	Navy Blazer with Academy badge	Academy uniform shop
Academy jumper	Navy V-neck jumper with Academy badge	Academy uniform shop
White shirt	White shirt with collar to take a tie	High street retail outlet
Academy tie	Navy tie with embroidered yellow dolphins	Academy uniform shop
Trousers / Skirt	Plain charcoal grey tailored trousers / Knee length or below the knee pleated skirt. Trousers must be worn above the hips so that underwear is not visible. Children should not wear additional layers of clothing such as jogging bottoms underneath their trousers.	High street retail outlet
Socks	Plain dark grey socks	High street retail outlet
Low heeled black shoes	Low heeled black leather polishable shoes (school shoes must not be canvas, rubber or suede. Any laces must also be black.) Trainers or boots may not be worn instead of school shoes	High street retail outlet

Head scarves / Turbans / hats	Any head scarf or turban worn for religious / cultural reasons must be plain black, navy or white. Any hat must be plain black also.	High street retail outlet
Hair scrunchies / bands / slides / clips	If these are required to keep hair tidy these should be plain black.	High street retail outlet
Face Coverings	Face coverings or masks are not an item of school clothing and should not be worn unless specifically related to a medical condition or explicitly directed by a change in national policy.	Should face coverings be required, in line with a change in national policy, then further details will be circulated regarding how, when and why they should be worn.
Year group lanyard bearing student ID card in holder	Students will be provided with their first card holder and lanyard by the Academy. If lost or damaged a replacement will have to be purchased by the student at a cost of £0.50 per card and £1.50 per lanyard.	Academy uniform shop
Academy PE Polo Shirt	Navy blue with Alec Reed Academy logo	Academy uniform shop
Academy PE Sweatshirt	Navy with 'ARA Sport' logo	Academy uniform shop
PE Jogging bottoms	Navy blue jogging bottoms	High street retail outlet
Academy PE shorts	Navy with Alec Reed Academy logo	Academy uniform shop
PE Leggings	Navy blue leggings with Alec Reed Academy PE shorts over the top. Leggings may not be worn on their own.	High street retail outlet
PE Sports Socks	Navy blue sock	Academy uniform shop
Astro Trainers	Only plastic studded footwear or turf trainers can be worn (no metal studs, spikes, blades or flat soles)	High street retail outlet

PRIMARY PHASE UNIFORM

ITEM OF UNIFORM (PRIMARY)	INFORMATION	PURCHASE FROM
Academy Polo Shirt	Sky Blue with Alec Reed Academy logo	Academy uniform shop
Academy Sweatshirt	Navy Blue with Alec Reed Academy logo	Academy uniform shop
Academy P.E. T-Shirt	Sky Blue with Alec Reed Academy logo	Academy uniform shop
PE shorts	Navy blue shorts	Academy uniform shop/High street retail outlet
PE jogging bottoms	Navy blue jogging bottoms	High street retail outlet
Trousers / Skirt	Plain charcoal grey tailored trousers / Knee length pleated skirt	High street retail outlet
Socks	Plain dark grey school socks	High street retail outlet
Low heeled black shoes	Low heeled black leather polishable shoes (school shoes must not be canvas, rubber or suede. Any laces must also be black.) Trainers or boots may not be worn instead of school shoes	High street retail outlet
Book Bag	Navy Blue bag	Academy uniform shop
Head Scarves/Turbans/Hats	Any head scarf or turban that is worn for religious/cultural reasons must be plain black, navy or white in colour. Any hat that is worn for cultural reasons must be plain black.	High street retail outlet

Where to purchase it

The Academy Uniform Shop stocks branded items of uniform for the Nursery, Primary and Secondary phases. Parents and carers can buy these branded items of uniform from the Academy's online uniform shop or by visiting the uniform shop in the Academy. The objective of the shop is to sell items of uniform on a not for profit basis to give parents extremely competitive prices.

Academy also sells pre-owned uniform. Parent/Carers can buy pre-owned uniform through periodic pre-owned uniform sales. Parents will be informed via the Academy newsletter or via email the date of the pre-owned uniform sale.

5. Expectations for our Academy community

Pupils

Pupils are expected to always wear the correct uniform (other than specified non-Academy uniform days) while:

- On the Academy premises
- Travelling to and from Academy
- At out-of-Academy events or on trips that are organised by the Academy, or where they are representing the Academy (if required)
- Unless for specified medical reasons pupils should not wear jogging bottoms or tracksuit bottoms under their trousers as this is unhygienic.

Pupils are expected to contact the Principal if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 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 Academy uniform in a timely and reasonable manner.

Disputes about the cost of the Academy uniform will be:

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

The Academy will work closely with parents to arrive at a mutually acceptable outcome.

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.

Ongoing breaches of our uniform policy will be dealt with by the Head of Year through the implementation of the Behaviour for Learning 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 and consider whether to apply for funds from the Hardship Fund.

Trustees

The Board of Trustees will review this policy and make sure that it:

- Is appropriate for our Academy's context
- Is implemented fairly across the Academy
- Considers the views of parents and pupils
- Offers a uniform that is appropriate, practical, and safe for all pupils

The Board of Trustees makes sure that the Academy'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 Director of Finance & Resources. Academy will benchmark uniform prices and branding annually to ensure uniform prices remain competitive. At every review, it will be approved by the Board of Trustees.

7. Links to other policies

This policy is linked to our:

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