



## SCHOOL UNIFORM POLICY



<b>Reviewed by:</b>	School Improvement Director for Curriculum and Assessment
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<b>Approved and Adopted by:</b>	LHA LGB
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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
- 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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mrs. Jones via the office email ([office@lacehillacademy.co.uk](mailto:office@lacehillacademy.co.uk)) who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

### 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
- Limiting any items with distinctive characteristics where possible, by only asking that the blazer, worn over the jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- 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
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling 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

### 4. Expectations for school uniform

#### 4.1 Our school's uniform

##### Winter Uniform (from Oct half term till Easter)

- Grey Academy Blazer (Years 3, 4, 5 and 6 only)
- V neck plain red jumper/cardigan
- White collared shirt - long or short sleeved
- Navy and silver Academy tie
- Navy trousers or Navy skirt/pinafore dress
- Socks, navy/grey or tights navy/red (no patterned socks or tights)
- Black shoes (***no trainers or boots***)
- Coat
- Book bag or rucksack

##### Summer (from Easter till October half term)

- Grey Academy Blazer (Years 3, 4, 5, and 6 only)
- White collared shirt long or short sleeved
- Navy and silver Academy tie
- Navy shorts/trousers or red gingham check dress or Navy skirt/pinafore dress
- Socks, navy, grey, white or red (no patterned socks)
- Black Shoes (***no trainers or sandals***)
- Book bag or rucksack

### **PE Kit**

- Red t-shirt
- Navy blue PE short
- Black plimsolls
- Trainers
- Navy blue tracksuit bottom and top for winter months

### **General guidelines**

- Unbranded Lace Hill Academy items must not carry any other logos.
- Any request to change uniform on religious grounds can be applied for - please put your request in writing to [office@lacehillacademy.co.uk](mailto:office@lacehillacademy.co.uk)
- Children are not allowed to wear jewellery at the Academy, with the exception of the one pair of the smallest stud earrings worn one in each ear. These must not be worn during PE.
- Please ensure that all hair is of a modest style and that long hair is tied back at all times.
- Any hair clips or hair accessories must be discrete.
- Nail varnish or any other form of make-up is not allowed to be worn in the Academy at any time.
- Children may wear caps or hats to protect themselves from the sun or adverse weather conditions.

### **4.2 Where to purchase it**

The Academy blazer and tie are the only branded items of clothing and can be purchased from:

T King Associates Ltd,  
Unit 14 Osier Way  
Swan Business Centre  
Buckingham  
MK18 1TB  
Tel: 01280 824836  
Email: [schools@tkingassociates.com](mailto:schools@tkingassociates.com)  
Website: [www.tkingassociates.com](http://www.tkingassociates.com)

If you wish to purchase a branded book bag, this can also be bought at T King.

All other school uniform can be obtained from any high street retailer you wish. Many of the big superstores provide unbranded uniform that can be purchased throughout the year in store and online.

Friends of Lace Hill Academy (PTA) also run a second hand uniform store throughout the year. Details on what is available and the price is on our website. <https://www.lacehillacademy.co.uk/fundraising>  
Please go to our school office if you wish to purchase any items.

If you are dealing with any financial hardship, please speak to Mrs. Jones in confidence.

## **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. Jones via the office email ([office@lacehillacademy.co.uk](mailto:office@lacehillacademy.co.uk)) 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. Jones via the school office ([office@lacehillacademy.co.uk](mailto:office@lacehillacademy.co.uk)) 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 Headteacher 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 governing board will review this policy and make sure that it:

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

The board 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 every two years by the School Improvement Director for Curriculum and Assessment. At every review, it will be approved by our Local Governing Body

#### **7. Links to other policies**

This policy is linked to our:

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

Add any other related policies and procedures that the school has here.