



Ark Boulton  
Academy

*“Growing together, reaching higher.”*

# UNIFORM POLICY

**2022-2023**

Date of last review:	July 2022	Review period:	1 Year
Date of next review:	July 2023	Owner:	Abbas Rashid

## POLICY INFORMATION

Named personnel with designated responsibility for

Academic Year	Designated Senior Person	Deputy Designated Senior Person	Nominated Governor	Chair of Governors
2015/16	Herminder Channa	Daniel Richards	Julie Griffiths	Julie Griffiths
2021/22	Craig Hetherington	Harleen Assi	Mark Gregory	Mark Gregory
2022/23	Abbas Rashid	Naseem Mughal & Victoria Savage	Liz Dawson	Liz Dawson

Policy Review Dates

Review Date	Changes Made	By Whom
June 2015	Policy created	Julie Griffiths
November 2019	Policy reviewed and updated	Farzana Ahmed
July 2022	Policy reviewed and updated	Abbas Rashid

Ratification by LGB

Academic Year	Date of Ratification	Chair of Governors
June 2016	Policy created	Julie Griffiths
July 2022	Policy updated	Liz Dawson

Dates of staff training for this academic year (if applicable)

Date	Course Title	Staff
September 2022	Uniform and Equipment Focus	Abbas Rashid

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## 1. AIMS AND INTRODUCTION

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

By wearing the full school uniform, students at Ark Boulton demonstrate visually that they belong to the Academy community. Their uniform is a symbol of equality, identity and allegiance to the institution, its aims and vision.

Ark Boulton expects that:

- a. Every member of the academy community should be clear about the uniform requirements and fully committed to operating within this policy.
- b. Every student has a responsibility to wear the full academy uniform at all times when the academy is in session and on their journey to and from school.
- c. Every parent/carer has a responsibility to ensure that their child has a full academy uniform and wears it correctly each day.
- d. Every member of staff has a responsibility to check students' uniforms, intervening in the case of any infringement and ensuring that it is rectified

## 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 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 the senior leadership team, who can answer 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
- › Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties, blazers and jumpers
- › 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 year/class/house groups
- › 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 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

### 4.1.1 Our school's uniform

<b>Uniform List</b>
<b>Blazer:</b> navy blue, superior poly/viscose cloth, academy logo on front left chest.
<p><b>Navy blue formal Trousers:</b> Trouser must be a formal style plain navy cloth. No jeans, leggings, lycra or combat styles trousers,</p> <p style="text-align: center;"><b>OR</b></p> <p><b>Skirt:</b> Navy blue with school logo on the waist, Stitch down pleat. Must be of modest length (knee length) or longer length (calf length). Fitting/advice available at time of purchase.</p>
<b>Tie:</b> All students must wear the tie. Ties to be worn with a small knot that covers the top button of the shirt. Ark Boulton academy logo must be visible at all times.
<b>Jumper:</b> Navy blue V neck with academy logo.
<p><b>Blouse:</b> Plain white with collar suitable for wearing with a tie. Long or short sleeve. Tucked in at all times with top buttons fastened.</p> <p><b>Shirt:</b> Plain white with collar. Long or short sleeve. Tucked in at all times with top buttons fastened.</p>
<b>Socks:</b> Plain black socks or tights (no patterns).
<b>Shoes:</b> Plain black school or formal shoes, low-heeled formal school shoes. Leather or leather like material only. No trainers, "trainer like" shoes, markings, adornments or logos on shoes or canvas pumps (any laces must be black). No suede or nubuck.
<p><b>It is expected that all students will travel to and from the academy every day in neat and clean uniform, giving a clear message of pride of attire and high standards belonging to the academy.</b></p> <p><b>Any student who arrives at the academy in incomplete or improper uniform will be expected to take all reasonable steps to correct this which may include wearing uniform provided by the school. If this is not possible the student may not be allowed to attend general lessons until all uniform issues have been resolved.</b></p>

### 4.1.2 Our school's PE uniform

<b>PE Uniform List</b>
<b>Polo shirt:</b> Navy with the academy logo
<p><b>Jogging bottoms:</b> Black jogging bottoms</p>

**Trainers or plain black plimsoles:** Plain black or navy blue, without any embellishments or markings (only to be worn for PE lessons/sports activities)

#### 4.1.3 Accessories

##### Accessories List

**Jewellery:** No jewellery is permitted\* with the exception of a wristwatch, a pair of stud earrings and one nose stud.

**Headscarves:** These need to be in academy colours, no alternative is permitted.

**Hair:** Hair must be worn in an appropriate style with no extreme styling or designs of hair or eyebrows for example lines/intricate patterns/mohicans

Unnatural coloured hair/extensions/braids or other extravagant hair are not permitted. No false nails or coloured nail varnish is allowed.

**Make Up:**

Ark Boulton is a 'no make up' academy. This also means nail varnish and false nails are not permitted.

#### 4.1.4 Outdoor Clothing Items

Outdoor coats must be plain in colour, with no endorsements, markings or logos. Hoods on coats are not allowed to be put up inside at any time or outside, unless there is whole school permission given due to adverse weather conditions. No leather or denim jackets or hoodies are permitted. All outdoor clothing must be removed when in the school buildings.

#### 4.1.5 Jewellery

With the exception of a wrist watch, one small stud earring in each ear, and one small nose stud, no jewellery is permitted. Jewellery worn for religious reasons will be permitted.

#### 4.1.6 Hair and Headwear

Hair must be of a natural hair colour and appropriate style (no tramlines, Mohicans, not below a number 2 for shaving, extreme styling or hair or eyebrow designs etc.). Long hair must be tied back for practical lessons. Hair decorations should be navy, small and plain. Students are permitted to cover their head for religious or cultural reasons. Headscarves must be navy blue with yellow trim. Prayer caps must be navy blue plain material. Turbans and handkerchief/remaal to tie a topknot must be navy.

#### 4.2 Where to purchase it

The majority of items from our equipment list can be purchased from high street clothing providers however Ark Boulton has one sole supplier (Mansuri Schoolwear) for branded school uniform items. Those items marked with an asterisk (\*) below may ONLY be purchased from the school supplier and may not be replicated by high street brands or home- made products. Parents/carers must ensure that they have purchased the relevant asterisked items for their child from the school supplier prior to their start at the Academy. All items of clothing should be clearly labelled with the student's full name in case it gets lost.

## 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 a member of the SLT if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Students may not be permitted to engage in learning with the rest of the school community unless in full school uniform. Non-uniform items of clothing/jewellery will be confiscated by the member of staff who encounters it. Jewellery will be placed in an envelope with details of the contents clearly recorded, the **date**, the **student's name** and the **adult's name**. The sealed envelope should be handed to the Office Manager who will place it in the school safe and generate a referral to the Student Support Leader. The Office Manager will contact the parent/carer to inform them of the confiscation. They will be asked to contact the Welfare Leader to arrange to collect the item by prior appointment at the Welfare Leaders' convenience.

### 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 Senior Leadership Team, 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.

Ongoing breaches of our uniform policy will be dealt with by the steps outlined in the school behaviour 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.

### 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 Abbas Rashid, Vice Principal. At every review, it will be shared with the full governing body for approval and ratification.

We will do all we can to ensure that this policy does not discriminate, directly or indirectly. We shall do this through regular monitoring and evaluation of our policies. On review we shall assess and consult relevant stakeholders on the likely impact of our policies on the promotion of all aspects of equality, as laid down in the Equality Act (2010). This will include, but not necessarily be limited to: race; gender; sexual orientation; disability; ethnicity; religion; cultural beliefs and pregnancy/maternity. We will use an appropriate Equality Impact Assessment to monitor the impact of all our policies and the policy may be amended as a result of this assessment.