



ALBANY ACADEMY

UNIFORM POLICY

<i>DATE OF LATEST UPDATE:</i>	June 2022
<i>REVIEW DATE:</i>	June 2023
<i>POLICY REVIEWED BY GOVERNORS ON:</i>	June 2022
<i>POLICY AVAILABLE FOR STAFF AT:</i>	Staff Handbook
<i>POLICY AVAILABLE FOR PARENTS AT:</i>	Website

Contents

1. Aims
2. Our legal duties under the Equalities Act 2010
3. Limiting the cost of school uniform
4. Expectations for school uniform
5. Expectations for our school community
6. Monitoring arrangements
7. Links to other policies

1. Aims

Our aim is to develop amazing learners, leaders, employees and people - to develop students who are empathetic, collaborative and humble.

Our school uniform promotes our aims by promoting a sense of pride and belonging in our community.

The wearing of Albany Academy uniform is compulsory as it maintains equality and encourages a positive identity and it allows students to be ambassadors for the school community, in school and when travelling to and from school.

We have a strict uniform policy for the simple reason that it enables every child to attend school in an equal and fair way. It removes the pressure that children may feel about the latest fashions.

By maintaining this expectation we ensure that appearance does not advantage or disadvantage any child based on fashion choice, socio-economic wealth, gender identity or body shape.

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
- 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 all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- 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 their Pastoral Officer, 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 and 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 or 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

We will do this by:

- Limiting items with distinctive characteristics
- Avoiding specific requirements for items pupils could wear on non-school days
- 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 or class groups
- 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

Following consultation with parents, and avoid changes of uniform for different year groups, we will no longer have a different Key stage 3 and Key stage 4.

From September 2023 we will phase in this change to our uniform. All students moving from Year 9 to Year 10 will retain the school blazer. This change will not affect current Year 9 and Year 10 students who may have already paid for a school jumper for Key stage 4.

We have also reduced the number of school branded items from September 2022.

4.1 Our school's uniform 2022-23

UNIFORM (CURRENT YEAR 6, 7 AND 8 STUDENTS)

- Royal blue Albany blazer
- Albany school tie
- White Shirt
- Pendle tartan kilt OR dark navy trousers (regular tailored fit, school logo optional)
- Plain white, navy or black socks / plain black tights
- Plain black shoes (trainers, boots or canvas pumps are not acceptable)

Optional items

- Plain navy v-neck jumper (no logo)
- Coats must be plain grey, blue or black (no large logos, no hoodies or tracksuit tops allowed).

KEY STAGE 4 UNIFORM (CURRENT YEAR 9 AND 10)

- Navy Albany v-neck jumper with school logo
- Albany school tie
- White shirt
- Plain white, navy or black socks / black tights
- Pendle tartan kilt OR dark navy trousers (regular tailored fit, school logo optional)
- Plain black shoes (trainers, boots or canvas pumps are not acceptable)

Optional items

- Coats must be plain grey, blue or black (no large logos, no hoodies or tracksuit tops allowed).

PE KIT – ALL YEARS

- Albany PE polo shirt
- Navy PE shorts
- Navy Football socks

Optional items

- Albany shorts
- Albany PE leggings
- Albany ¼ zip top
- Albany tracksuit pants

OTHER ITEMS

Students are not permitted to wear any jewellery in school apart from a watch and one single stud earring in the lobe of each ear. The wearing of nose studs and other body jewellery is strictly forbidden.

Hair should be kept tidy and to a reasonable length. Exaggerated styles, cuts and colours (eg. obvious two-tone, unnatural hair colours, shaved patterns or tramlines) are prohibited.

Baseball caps, denim or leather jackets are not allowed.

Make up (including tinted or dyed eyebrows) nail varnish, fake tan and false eye lashes are not to be worn in school.

4.2 Where to purchase uniform

- **ANDREW LEACH SPORTS & SCHOOLWEAR**
www.andrewleachschoolwear.co.uk
- **JADA EMBROIDERY & PRINT**
www.jadauniforms.co.uk
- **NU UNIFORMS SCHOOLWEAR & ACCESSORIES**
www.nuuniforms.com
- Second-hand uniform will be available to buy from school.

FINANCIAL SUPPORT FOR UNIFORM

If your child is eligible for the pupil premium and you would like to be considered for financial support please contact the school office.

Please note: if financial support is agreed, you will be informed of the specific uniform supplier to visit and of the specific uniform items that can be purchased. We cannot reimburse for any items of uniform that are purchased without prior agreement.

Items of second hand uniform will be kept in school and pupils may borrow this uniform for their personal use or be asked to wear it if they have come to school in the incorrect uniform.

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 their Pastoral Officer 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 their child's Pastoral Officer 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 sanctions if the situation doesn't improve. A pupil may be sent home to correct their uniform if it is incorrect and a resolution in school cannot be found.

Ongoing breaches of our uniform policy will be dealt with by the Key Stage Manager. Where there are disagreements on the items of appearance which are appropriate for school, the headteachers' decision is final.

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.

Changes to uniform will always be communicated to parents via parentmail.

5.4 Governors

The Albany Learning Trust governing body 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 LGC 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 the Headteacher in consultation with pupil and parental feedback.

7. Links to other policies

This policy is linked to our:

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