

Uniform Policy

SOUTH AXHOLME ACADEMY



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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 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 students 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 students
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow students to request changes to swimwear for religious reasons
- Allow students to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents to contact the SENDCo – admin@southaxholme-iet.co.uk, who can answer questions about the policy and respond to any requests for students who have medical needs.

3. Limiting the cost of academy uniform

As an Academy, we have taken into the account the following in regard to limiting the cost of uniform:

- The socio-economic status of the academy community
- Pupil demographics
- 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 an 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.

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.
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- Considering cheaper alternatives to academy-branded items, such as logos that can be ironed on, as long as this does not compromise quality and durability
- Avoiding specific requirements for items students 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 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 students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for academy uniform

The Academy prides itself on the behaviour and attitude to learning of all students. The correct wearing of the Academy uniform is central to this. By wearing our uniform, students visibly belong to the South Axholme learning community. By adhering to the dress code, students arrive at the Academy ready to work, and staff are able to concentrate on the core business of teaching and learning.

Academy uniform regulations are published on the academy website. Parents, carers/guardians, and students are responsible for ensuring that the correct uniform is worn both in the academy and during the journey to and from it. Uniform regulations will normally be reviewed annually. Fashion, however, can develop new styles of clothing and attire very quickly.

In circumstances where changes in fashion challenge the published uniform list the Principal in discussion with the SLT will reissue guidance to parents, carers and guardians should the need arise.

4.1. Our academy's uniform

Blazer

Black blazers are compulsory, and jumpers are optional.

Blazers must have the academy badge. Cuffs should not be rolled up.

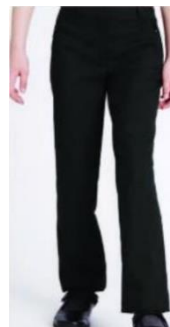
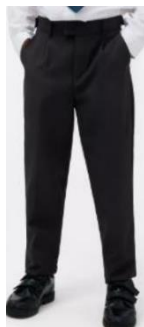
Blazers may only be removed in classrooms with the permission of the teacher.



Trousers

Full length plain black tailored trousers (not ankle grazers or the academy patterned pleated skirt).

The trousers must be traditional school trousers made from tailored fabric. They must not be cotton, denim or similar. Trousers must not have coloured adornments. They must not be jeans style, cargo style, jogging style, skinny style or made from stretchy material. The pockets must be traditional, not stitched e.g. jeans style or press studs. The school reserves the right to judge if the trousers are 'school' trousers and not 'fashion' trousers. They must be of an appropriate length, covering the ankle.





Skirts

Pleated patterned grey, black and white skirt (not shorter than 3 fingers widths above the knee). This is only available from the academy uniform supplier.

The skirt should not be rolled at the waist.

No other skirt should be worn.

Please note black or opaque tights can be worn only. Please note socks are not allowed to be worn over tights.



Shirt / Blouse

A traditional school shirt/blouse must be worn with a standard formal collar.

Collars must be plain and not buttoned. A short sleeve shirt is permitted, not a capped sleeve. It is not permitted to wear rolled up sleeves.

If the shirt/blouse is long sleeved it must have formal cuffs.

Fitted shirts that will not tuck into trousers are not permitted. Shirts must be worn always tucked in.



Tie

Academy tie (available from the academy).

Ties must cover the fastened top button of shirts or blouses.

Shoes

All shoes should be black leather or leather type material. They should be plain black, **flat** shoes (no canvas shoes/trainers/ trainer style, sneakers of any kind, plimsolls and no boots).

No adornments and logos of any type or colour including black etc (the only exception is small



black bow) on any footwear. *This includes no logo or branded shoes of any type. For example – No Vivienne Westwood shoes. If the shoe has a small bow this must be black only.*

Shoes must be worn during the academy day, including the journey to and from the academy.

The academy reserves the right to decide what constitutes appropriate footwear. A formal medical letter from a doctor is needed for permission to wear any variance in the policy.

Footwear that is not allowed - No Trainers



No adornments or logos



No Boots







No canvas





Socks

Black or white socks (not over the knee) or black opaque tights. Trainer socks and knee socks are not permitted.

Socks must cover the ankle completely.

	<p>Optional Items</p> <p>Plain black belt with plain buckle</p>
	<p>Optional Jumper</p> <p>Black academy jumper with purple trim (available in long and short sleeves option via SWI)</p>
<p>School Bags</p> <p>A suitable size school bag should be brought everyday to the academy. This should be large enough to carry an A4 folder. This should contain the basic equipment required for all lessons. This includes pencil case, pens, pencil, eraser, pencil sharpener, whiteboard pen, whiteboard, green pen and calculator. Specialist PE kit is required on certain days.</p> <p>Note – for Technology and / or Food lessons an apron should also be brought.</p>	
<p>Outdoor Wear - Coats</p> <p>Coats should be removed when entering the academy and left in the appropriate area or locker. Outdoor wear is not permitted indoors.</p> <p>Please note, hoodies (zip up or overhead), fur denim or studded/leather jackets or coats are not allowed.</p>	
	

	<p>PE kit</p> <ul style="list-style-type: none"> • Black PE polo shirt with academy badge • Black PE shorts with academy badge • Plain black socks • Plain white socks • Trainers
	<p>Optional</p> <ul style="list-style-type: none"> • Black ¼ zip training top with academy badge • Football boots optional <p>Recommended</p> <ul style="list-style-type: none"> • Gum shield • Towel • Shin pads • Clear transparent water bottle
<p>Religious headwear If a student wears a hijab due to their faith it must be plain black with no additional jewellery.</p>	
<p><i>*Please note the academy badge is available for all badged items and pre-loved items are available.</i></p>	
<p>Responsibility - The Academy prides itself on the behaviour and attitude to learning of all students. The correct wearing of the Academy uniform is central to this. By wearing our uniform, students visibly belong to the South Axholme learning community.</p> <p>By adhering to the dress code, students arrive at the Academy ready to work, and staff are able to concentrate on the core business of teaching and learning.</p> <p>The uniform will be monitored by all staff and students who arrive at the academy without the correct uniform will be housed in Reflection until the matter is rectified.</p>	
<p>Prohibited Uniform Items The following will not be allowed in academy:</p> <ul style="list-style-type: none"> • Jewellery/piercings of any type including transparent jewellery, except a plain wristwatch. Please note wristwatches of any type are not allowed in examinations. • SMART watches • Hoodies or hooded jumpers • No wristbands/charity bands to be worn. Only official school badges, / logo i.e. Duke of Edinburgh or reward / Prefect badges can be worn • Make-up is discouraged, but if it is to be worn then it must be natural • Nail varnish, gel nails, acrylic nails or any non-natural nails of any type 	

- Tattoos will not be permitted for any year group. If a student has an existing tattoo, it must be covered up daily.
- False eyelashes
- Extreme hairstyles including non-natural dyed hair, shaved/extremely short hair, Mohican and pattern/stripe shaving and plaited/beaded styles (unless culturally appropriate). Hair to be of a similar length all over. Unnatural coloured hair or combination of colours is not allowed.

4.2 Where to purchase uniform

Academy uniform can be purchased from any suitable outlet except ties and jumpers (jumpers are optional). Ties must be purchased directly from the Academy and jumpers may be obtained via the online uniform shop, SWI Schoolwear. PE kit may also be purchased from SWI. All details are published on the academy's website.

SWI Welcome pack link [UNIFORM](#)

4.3 Pre-loved Uniform

Every year we receive a pre-loved uniform from our generous community. This includes most items of uniform. Please contact the admin team on admin@southaxholme-iet.co.uk for support with any issues related to uniform.

5. Expectations for our academy community

5.1 Students

Students are expected to always wear the correct uniform (other than specified non-academy uniform days) whilst: -

- On the academy premises
- Travelling to and from the academy
- At out-of-academy events or on trips that are organised by the academy, or where they are representing the academy (if required)

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 their child's name
- In good condition

Parents are also expected to contact admin@southaxholme-iet.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 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 wherever possible.

5.3 Staff

Staff will closely monitor students to make sure they are in the correct uniform. They will give any student and family breaching the uniform policy the opportunity to comply but will follow up with the member staff at the academy if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with in-line with the Academy Achievement and Behaviour Policy. In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

5.4 Governors

The Academy Oversight Committee (governors) 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 students
- Offers a uniform that is appropriate, practical and safe for all students

They will also make 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 regularly.

6. Monitoring arrangements

This policy will be reviewed normally, annually by member/s of the Senior Leadership Team. At every review, it will be approved by the Academy Oversight Committee (Governors)

7. Links to other policies

This policy is linked to our:

- Achievement and Behaviour Policy
- Equality Policy
- Anti-Bullying Policy
- Complaints Policy

8. Document Control

Contact	Mr S Barlow
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Publication Date	May 2024
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