



# SCHOOL UNIFORM POLICY

Reference this policy is aligned to with LCC	n/a
Agreed with Support Staff Trade Unions	n/a
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Agreed with Teacher Trade Unions and Professional Associations	n/a

This policy is in line with the DfE's statutory '[Cost of school uniforms](#)' guidance. Read our [Up-to-speed on: Statutory 'Cost of school uniforms' Guidance](#) for more information

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## Statement of intent

Welland Park Academy believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all students, regardless of their protected characteristics or socio-economic circumstances.

For the purposes of this policy, “uniform” includes the following elements of students’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all students, is affordable, and provides the best value for money for both the school and student’ families.

## Legal framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) ‘Cost of school uniforms’
- DfE (2021) ‘School Admissions Code’
- DfE (2021) ‘School uniforms’
- Equality and Human Rights Commission (2022) ‘Preventing hair discrimination in schools’

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- LGBTQ+ Policy
- Tendering and Procurement Policy

## Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the Principal and school community, a practical and smart school uniform that accurately reflects the school’s vision and values.
- Ensuring that the school’s uniform is accessible, inclusive, and does not disadvantage any student because of

their protected characteristics or socio-economic status.

- Listening to the opinions and wishes of parents and carers, students and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The Principal is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a student is in breach of the policy.
- Listening to the opinions and wishes of the school community with regard to the school's uniform and making appropriate recommendations to the governing board.
- Providing students with an exemption letter as appropriate, e.g. for a student who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that students dress in accordance with this policy at all times.
- Where appropriate to their role, disciplining students who are in breach of this policy.
- Ensuring that students understand why having a consistent and practical school uniform is important, e.g. school identity and community.

Parents and carers are responsible for:

- Providing their child(ren) with the correct school uniform as detailed in this policy.
- Informing the Principal if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- Communicating with the school in a prompt manner if their child requires support with their uniform.
- Ensuring that their child's uniform is clean, presentable and the correct size.
- Students are responsible for:
  - Wearing the correct uniform at all times, unless the Principal or a member of the Pastoral Team) has granted an exemption.
  - Looking after their uniform as appropriate.

## Cost principles

The school will ensure that its school uniform is affordable and accessible to all students, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the Principal will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, students at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of students with protected characteristics that may impact their ability to access the uniform.
- Looked After Children and Previously Looked After Children

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a student, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school will keep variations in school uniform for different groups of students, e.g. year group-specific items, to a minimum to ensure that students can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

The school will keep branded uniform items to a minimal level so that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element. Where the school requires an item of branded clothing, it will assess how prices can be kept as low as possible and put measures in place to facilitate this.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective students, and that the best value for money is secured through reputable suppliers.

The school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the '[School uniform supplier](#)' section of this policy.

The school will not make frequent changes to uniform requirements and will take the views of parents, carers and students into account when considering any changes.

## Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any protected characteristic very seriously. In line with this, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The school will ensure that parents and carers and students are consulted over any significant changes to school uniform, and that, where appropriate and with student's consent, views and advice are sought specifically from students, and parents of students, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents' and carers' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the Principal. If any exceptions are required for SEND or medical needs, evidence must be provided. If required, the school will determine any appropriate reasonable adjustments and communicate them with the

relevant parents/ carers and students.

## Gender

To avoid disproportionately impacting students of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the '[Cost principles](#)' section of this policy.
- Not directly requiring students of a certain gender to buy additional uniform, e.g. by requiring female students to buy both trousers and skirts.
- Not holding students of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the '[School uniform](#)' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression.

## Religion and belief

To avoid disproportionately impacting students of a certain religion, belief or culture, the school will ensure that there is flexibility to allow students to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet requests for amendments to the uniform for these purposes; however, the needs and rights of individual students will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn or items need to be removed for certain lessons such as PE and Design and Technology.

To support our desire to support inclusion and diversity, if a student wishes to wear an item that links to their religion but is not in line with our uniform policy, we ask that parents and carers submit a request to the school which will be handled on a case-by-case basis.

## Race

To avoid disproportionately impacting students of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a student's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a student's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on '[Preventing hair discrimination in schools](#)'.

## SEND and medical conditions

To avoid disproportionately impacting students with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these students. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for students whose medical conditions may impact how they

dress, e.g. students with casts who require loose-fitting clothing or students with hair loss-related conditions who wish to wear head coverings.

Where the needs of these students cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered on a case-by-case basis.

### Complaints and challenges

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

### School uniform supplier

The school's current school uniform supplier is:

- **Uniform Direct**
- **54-56 Humberstone Gate, Leicester LE1 3PJ**
- **0116 251 1844**

The governing board will be able to demonstrate how uniform is procured at the best value for money. The Principal will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school will not sign contracts with suppliers before requesting visualisations and samples of proposed uniform.

Families whose child(ren) are Pupil Premium will be asked to contact the school office who will advise them of the support available with purchasing uniform.

The school will hold second-hand school uniforms in the [school office](#) for parents to access; access to these uniforms will be made available upon request made to the school.

Parents will be invited to donate their child's uniform when they no longer need it.

### Non-compliance

Staff will be permitted to discipline students for breaching this policy, where relevant to their role, in accordance with the school's Behaviour Policy.

The Principal, or a person authorised by the Principal, will be permitted to ask a student to briefly go home to remedy breaches to the school's uniform. When deciding whether to allow a student to return home, the member of staff will consider the student's age and vulnerability, the length of time it will take, and the availability of the student's parents/ carers. A parent will always be contacted before sending the student home.

Where a student has been sent home to rectify uniform breaches, the absence will be recorded as 'authorised'. If a student repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence will be recorded as 'unauthorised'.

Parents and carers will be notified of repeated student' breaches of school uniform. Sanctions will likely increase following repeated beaches in line with the Positive Behaviour Policy.

# School uniform

## Clothing

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
<b>Regular school uniform</b>				
Grey blazer	Required	School logo on left-hand side	Branded blazer available from school supplier or pre-loved from school office.	From £26.00
School tie KS3 – Burgundy KS4 - Silver	Required	School logo on front	Available from school supplier and school office	£6.00
White shirt * tucked in	Required	No branding or school logo	Pre-loved from school office, and from regular retailers	N/A
Black trousers or knee-length black pleated skirt *Skirts must not be rolled	Required	No branding or school logo	Available from school supplier, pre loved from school office, and from regular retailers	From £14.00
Sensible, plain, all black (including tags and logos) shoes	Required	All black	Available from regular retailers	N/A
Plain black socks or black tights. *Socks should not be worn over tights	Required	No branding or school logo	Available from regular retailers	N/A
Plain grey, v neck knitted non logo jumper. May be worn under a blazer. It is in addition to but not a replacement of a blazer.	Optional	No branding or school logo	Available from regular retailers	N/A
<u>New item:</u> black tailored knee length shorts. Denim, cargo, corduroy, sports and slim fit shorts are not permitted.	Optional	No branding or school logo	Available from regular retailers	N/A

Students who are wearing skirts will also be required to wear black tights or plain black socks. Trousers should not be denim, corduroy or slim fit. The school will not consider boots, platform shoes or high heels suitable school shoes.

The school PE kit is as follows:

### KS3 PE Kit

<b>Footwear - Both required</b>	
Trainers	<i>indoor use</i>
Football Boots	<i>outdoor use</i>
<b>Socks - Both required</b>	
Long red sports socks	<i>outdoor use</i>
Plain White trainer/ankle socks	<i>indoor use</i>
<b>Bottoms - Must have one of the options below</b>	
Black shorts	<i>no logos</i>
Skort	<i>must be from the school provider</i>
Black tracksuit bottoms	<i>no logos</i>
Black leggings	<i>no logos</i>
<b>T-shirt</b>	
Sports T-shirt	<i>must be from the school provider</i>
<b>Outerwear - Must have one of the options below</b>	
Rugby shirt (boys compulsory)	<i>must be from the school provider</i>
Fleece	<i>must be from the school provider</i>
<b>Additional equipment</b>	
Shin pads	<i>Compulsory</i>
Mouth guard	<i>Strongly advised</i>
Black base layer top	<i>used as a base layer only, no logos</i>

### KS4 PE Kit

<b>Footwear</b>	
Trainers	<i>compulsory</i>
Football Boots	<i>optional</i>
<b>Socks</b>	
Long red sports socks	<i>optional</i>
Plain White trainer/ankle socks	<i>compulsory</i>
<b>Bottoms - Must have one of the options below</b>	
Black shorts	<i>no logos</i>
Skort	<i>must be from the school provider</i>
Black tracksuit bottoms	<i>no logos</i>
Black leggings	<i>no logos</i>
<b>T-shirt</b>	
Sports T-shirts	<i>must be from the school provider</i>
<b>Outerwear - Optional</b>	
Rugby shirt	<i>must be from the school provider</i>
Fleece	<i>must be from the school provider</i>
Training Top	<i>must be from the school provider</i>
<b>Additional equipment</b>	
Shin pads	<i>Optional</i>
Mouth guard	<i>Optional</i>
Black base layer top	<i>used as a base layer only, no logos</i>

The following items can all be purchased from the school PE Kit provider - Sports T-shirt, Skort, Black shorts, Black Leggings, Rugby Shirt, Fleece, Training Top, Shin pads and Mouth guard.

Parents are responsible for ensuring their child brings their PE kit to school when needed.

#### **Grey V-Neck Jumper (Optional)**

Students may wear a **plain, fine-knit, grey V-neck jumper**, which must be:

- **Plain grey, with no logos, no branding, and no coloured trims**
- **Fine-knit** (not chunky, textured, cable-knit, ribbed, rope-style or fashion knitwear)
- **Standard fit** — not baggy, oversized, cropped, slouch/off-the-shoulder, or sweatshirt-style
- **Worn underneath the blazer**, which remains the compulsory outer layer at all times unless a temporary adjustment is issued by the Principal (e.g., during extreme heat)

The jumper is **optional** and **must not replace the blazer**. An example of acceptable jumpers can be found at Uniform Direct - Smart Knitted V-Neck Jumper in GREY (Unisex) [Smart Knitted V-Neck Jumper in GREY \(Unisex\)](#). The compulsory blazer remains central to school identity and uniform standards.

Families may purchase the grey jumper from **any supermarket or high-street retailer**, provided it matches the specification above. A recommended example may be listed on our website, but parents are free to buy any equivalent jumper that meets the criteria.

## **Jewellery**

The school rules on jewellery are as follows:

- Facial piercings are not permitted.
- Up to two piercings in each ear are allowed. Studs are permitted; dangly or hooped earrings, bars and stretchers are not to be worn.
- Clear retainers may be worn but they must be sourced by parents and carers. The academy will not provide these for students.
- A smart and sensible wrist watch may be worn.
- Smart watches are not permitted
- No other jewellery is permitted

Failure to comply with uniform expectations may result in a loss of social time until expectations are met. If this persists more serious sanctions may be applied, including but not limited to time in the Supervision Room or Suspension.

Students will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

## **Bags**

Students must use an appropriately-sized bag to carry their books and equipment. It must hold A4-sized workbooks comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases will not be permitted.

The school will discourage students from bringing valuable bags to school. The school will not be liable for lost or damaged school bags.

## **Hairstyles and headwear**

Hairstyles and colour should be natural; no extreme or unnatural colours or cuts/ styles are permitted. The school reserves the right to make a judgement on whether a student's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any student by virtue of their protected characteristics. Each individual student's scenario will be taken into account where any judgements on appropriateness are to be made.

Students with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE, design and technology.

## **Makeup and cosmetics**

The school rules on makeup and cosmetics are as follows:

- Only natural-looking, subtle makeup is permitted
- False nails and nail extensions are not permitted
- Only clear nail varnish may be worn
- Temporary tattoos are not permitted

Students wearing excessive makeup will be required to remove it.

Failure to comply with uniform expectations may result in a loss of social time until expectations are met. If this persists more serious sanctions may be applied, including but not limited to time in the **Supervision** Room or Suspension.

#### **Coats**

Hooded jumpers are not permitted and should not be worn as an alternative to a coat. Coats should not be worn underneath blazers or as an alternative to a blazer. Hooded jumpers or any other jumpers not specified in the uniform policy will be confiscated and students may collect them at the end of the school day.

#### **Adverse weather**

Conditions will be considered in periods of extreme weather.

#### **Labelling and lost property**

Parents will be advised to ensure that all students' clothing and footwear is clearly labelled with their name and year group. Any lost clothing will be taken to the lost property in the school office.

#### **Monitoring and review**

This policy will be reviewed annually by the chair of governors and the Principal.

Any changes to this policy will be communicated to all staff, students, parents and other relevant stakeholders.