

GOLDINGTON GREEN ACADEMY



UNIFORM POLICY

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Statement of Intent

The Equality Act 2010 makes it unlawful for staff to discriminate directly or indirectly, or to harass staff or pupils due to any of the nine protected characteristics.

Goldington Green Academy aims to create a culture that respects and values each other's differences, that promotes dignity, equality and diversity, and that encourages individuals to develop and maximise their true potential.

Everyone within the school community has a responsibility to ensure that this statement is adhered to. Senior Leaders in particular, should lead by example, identify any inappropriate behaviour when it happens and take prompt action to deal with inappropriate behaviour.

We aim to remove any barriers, bias or discrimination that prevents individuals or groups from realising their potential and contributing fully to our school's performance. In removing these barriers, we aim to develop a school culture that positively values diversity.

We are committed wherever practicable, to achieving and maintaining a workforce that broadly reflects the local community in which we operate.

1. Every possible step will be taken to ensure that individuals are treated fairly in all aspects of their employment, engagement or whilst volunteering at our school.

1.1 This policy has due regard to statutory legislation and national guidance, including, but not limited to the following:

- The Education and Inspections Act 2006
- The Education Act 2011
- The Human Rights Act 1998
- The Equality Act 2010
- DfE (2014) 'School Admissions Code'
- DfE (2013) 'School uniform'

2. Cost and availability

2.1. Under the School Admissions Code 2014, the school must ensure that "policies around school uniform or school trips do not discourage parents/carers from applying for a place for their child"¹.

2.2. Goldington Green Academy is committed to fulfilling the DfE's recommendations on costs and value for money. Every care has been taken to ensure that our uniforms are affordable for all current and potential pupils, and that the best value for money is secured through reputable suppliers.

2.3. Goldington Green Academy works with multiple suppliers to obtain the best value for money. Any savings negotiated are passed to parents/carers where possible.

2.4. The school does not enter into exclusive single supplier contracts or cash-back arrangements.

2.5. The school does not amend uniform requirements regularly and takes into account the views of parents/carers and pupils when considering changes to school uniforms.

2.6. Where wholesale changes are required, the school ensures that assistance is provided to parents/carers struggling to meet the associated costs.

¹ DfE (2014) 'School Admissions Code', para 1.8

3. Religious clothing

- 3.1. Some religions and beliefs require their members to conform to a specific dress code. Goldington Green Academy does not discriminate against any religion or belief; however, the school must weigh the needs and rights of individual pupils against the cohesion and health and safety concerns of the entire school community. The school endeavours to allow most religious requirements to be met.
- 3.2. Parents'/carers' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing body, and always in accordance with the school's Complaints Policy.

4. Equality

- 4.1. The school is required to ensure that the Uniform Policy does not discriminate unlawfully.
- 4.2. Every step has been taken by Goldington Green Academy to ensure that the cost of girls' and boys' uniforms are not disproportionate.

5. Complaints and challenges

- 5.1. The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Policy. Parents/carers can lodge complaints via contact details.
- 5.2. When a complaint is received, the school works with parents/carers to arrive at a mutually acceptable outcome.
- 5.3. Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

6. Non-compliance

- 6.1. Teachers are permitted to discipline pupils for breaching the Uniform Policy, in accordance with the school's Behaviour Policy.
- 6.2. Initially a letter will be sent home via the child stating the breach of policy.
- 6.3. The letter will be followed up with a telephone call if continued breaches occur.
- 6.4. The headteacher, or a person authorised by the headteacher, is permitted to ask a pupil to briefly go home to remedy breaches of the school's Uniform Policy.
- 6.5. When deciding whether to allow a pupil to return home, the school takes into account the pupil's age and vulnerability, the length of time it will take, and the availability of the pupil's parents/carers.
- 6.6. Where a pupil has been sent home to rectify uniform breaches, the absence will be recorded as 'authorised'.
- 6.7. If a pupil repeatedly breaches uniform rules or takes longer than necessary to rectify the absence, the absence will be counted as 'unauthorised'. E.g. – If the breach occurs for more than a school week, correct uniform will be provided by the school for the pupil and the pupil will return this to their class teacher on a daily basis before they leave school.
- 6.8. Parents/carers are notified in all cases.
- 6.9. Where appropriate, in Year 6, additional sanctions may be used for continued breach of policy e.g. loss of play/lunchtimes.

7. School colours

7.1. The school colours are:

- Bottle Green
- Black
- White

8. Boys' uniforms

8.1. Boys' uniforms are as follows:

- Green school blazer with logo (Year 5 and 6)
- School jumper with school logo (logo not compulsory)
- White polo shirt (Years 5 & 6 wear a white collared shirt with a green school tie The shirt should be tucked in the trousers)
- Black socks
- Black trousers (black tailored shorts optional for summer)

9. Girls' uniforms

9.1. Girls' uniforms are as follows:

- School jumper with school logo, or school cardigan with school logo (logo not compulsory)
- Green school blazer with logo (Year 5 and 6)
- White polo shirt (Years 5 & 6 wear a white collared shirt with a green school tie. The shirt should be tucked in the trousers.)
- Black tights or white socks
- Black smart trousers, not fashion styles, school checked skirt or checked pinafore
- Green checked dress in all year groups (optional for summer)
- PE kits

10. PE Kits

10.1 PE kits are as follows:

- School GREEN or WHITE T-shirt with school logo – (logo not compulsory)
- Black PE shorts or black skort.
- PE bag with optional school logo
- Green fleece or black tracksuit top with school logo (logo not compulsory) Years R – 2. Key Stage 1
- Black and White Logo'd Tracksuit Jacket - Key Stage 2 (logo optional)
- Plain black tracksuit bottoms or black sports leggings.
- Suitable plain trainers
- Suitable sports footwear, e.g. football boots

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

11 Footwear

11.1 Black school shoes should be worn. Pupils are not permitted to wear boots or trainers. If a pupil needs to wear wellington boots or warm boots to travel to school in comfort, they must have their normal school shoes with them to change into.

11.2 Block heels of no more than 3 cm may be worn.

12 Accessories

12.1 Sunglasses must not be worn in school unless they are for medical reasons and are prescribed.

13 Jewellery

13.1 One pair of stud earrings, one per ear – no other piercings are acceptable.

13.2 Pupils are not permitted to wear any other jewellery in the school grounds, due to health and safety risks.

14 Hairstyles

14.1 Goldington Green Academy reserves the right to make a judgement on the suitability or unsuitability of pupils' hair and appearance.

14.2 Extreme hairstyles, such as mohawks and patterned or brightly coloured hair, are unacceptable.

14.3 Pupils with extreme hairstyles, such as cornrows, may be exempt from the rule above on racial or religious grounds, taking into consideration each individual person's scenario.

14.4 Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk.

14.5 Flowers/bows or excessive hair accessories are not to be worn; however, plain hair clips or bands, in school colours, are acceptable.

15 Make-up

15.1 Goldington Green Academy does not consider make-up appropriate and pupils are not permitted to wear any such products; however, there may be exceptions in extreme circumstances, at the head teacher's discretion (i.e. a pupil may be permitted to cover heavy scarring/skin damage).

15.2 Nail varnish is not permitted

16 School Bags

16.1 School bags should be suitable for use. They must be waterproof and large enough in order to protect books, homework and equipment that children take from school. It is recommended that backpacks/ bags with the optional school logo are used; bags must be green or black.

17 Labelling

17.1 All clothing and footwear should be clearly labelled with the pupil's name.

18 Policy review

18.1 This policy is reviewed every two years by the Staffing Committee.

18.2 The scheduled review date for this policy is autumn term 2022.