



The Axholme Academy  
Student Uniform Policy  
Spring 2024  
Next review: Spring 2025

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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 get in touch with Senior Staff and heads of Year, who can answer questions about the policy and respond to any requests

### 3. Limiting the cost of Academy uniform

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 a 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 to items such as the blazer, and tie
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to Academy-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 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 different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interAcademy 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 students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

#### **4. Expectations for Academy uniform**

##### **4.1 Our Academy's uniform**

**Links to our expectations for uniform can be found in the Ready to Learn Policy and on the Academy website via the links below:**

[Academy Website](#)

[Ready to Learn policy p.11 Onwards](#)

##### **Where to purchase uniform?**

**The website for the Academy uniform is : UNIFORM-DIRECT**

**PE kit supplied by Design Box**

**Tel: 07824 504570**

**Email: [cheryl.designbox@hotmail.co.uk](mailto:cheryl.designbox@hotmail.co.uk) Website: DESIGN BOX**

**Second Hand and nearly new Uniform: The Academy also stocks a variety of Uniform that we make accessible for students and families who may be experiencing challenging circumstances in sourcing uniform. Please contact the Academy and we will support you**

## **5. Expectations for our Academy community**

### **5.1 students**

students are expected to wear the correct uniform at all times (other than specified non-Academy uniform days) while:

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

students are also expected to contact the Academy council and Senior Leadership Team 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 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 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.

### **5.3 Staff**

Staff will closely monitor students to make sure they are in the correct uniform. They will give any students 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 in line with our Ready to Learn 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 Academy's context
- Is implemented fairly across the Academy
- Takes into account the views of parents and students
- Offers a uniform that is appropriate, practical and safe for all students

The board 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 contracts at least every 5 years.

## **6. Monitoring arrangements**

This policy will be reviewed every 3 years . At every review, it will be approved by the full governing board.

## **7. Links to other policies**

This policy is linked to our:

- Ready to Learn policy
- Anti-bullying policy
- Complaints policy