



The Birley Academy
A L.E.A.D. Academy

UNIFORM POLICY

*L.E.A.D. Academy Trust
2024/25*

POLICY/PROCEDURE MANAGEMENT LOG

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Aims

1. The Birley Academy is committed to:
 - promoting equality
 - ensuring value for money
 - ensuring that no pupil is discriminated against due to their religion or belief, economic circumstances, or social and cultural background.
 - committed to developing our pupils' sense of belonging to our academy.
2. We believe that wearing a smart and practical uniform allows all children, regardless of their backgrounds, to feel equal to their peers and confident in their appearance. It is important for children to wear clothing that is conducive to a successful learning environment, including activity-appropriate clothing, such as sports attire.

Our Academy's Legal Duties under the Equality Act 2010

3. The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, disability, pregnancy and gender reassignment.
4. To avoid discrimination, our academy 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 request changes to swimwear for religious reasons.
 - 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 the deputy headteacher via the school office. The deputy headteacher who can answer questions about the policy and respond to any requests.

Limiting the Cost of School Uniform

5. The Birley 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 school uniform.
 6. 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/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.
 7. We will make sure our uniform:
 - Is available at a reasonable cost.
 - Provides the best value for money for parents/carers.
 8. We will do this by:
 - Carefully considering whether any items with distinctive characteristics are necessary.
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- Limiting any items with distinctive characteristics where possible.
- Considering cheaper alternatives to school-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 pupils could wear on non-school 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 leveller.
- Avoiding different uniform requirements for different year groups.
- Avoiding different uniform requirements for extra-curricular activities.
- Considering alternative methods for signalling differences in groups for interschool 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 thereby 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.

Expectations for Academy Uniform

9. Our academy uniform:

Item	Purchased From	Other Notes
Academy grey blazer – badged with school logo	Approved retailer only	Blazers may only be removed in lessons with the permission of the teacher; sleeves must be rolled down.
Plain white long or short-sleeved shirt with button down collar	Choice of retailers	Sleeves must be rolled down.
Academy tie	Approved retailer only	Not threaded and no graffiti.
Navy V-neck jumper (optional)	Choice of retailers	
Plain black and tailored trousers	Choice of retailers	Jeans, leggings and cords are not allowed. All items should allow for shirts to be properly tucked in.
Plain black skirt (optional)	Choice of retailers	Skirt should be no shorter than knee length.
Black smart shoes	Choice of retailers	No brand logos or colour on shoes. Footwear must be leather or leather look with flat soles. No trainers, pumps or canvas shoes will be allowed.
Outdoor coat	Choice of retailers	
Bag	Choice of retailers	All students require a school bag which can fit A4 workbooks in.
PE kit		
Academy polo top	Approved retailer only	
Academy hoodie (optional)	Approved retailer only	

Academy shorts (optional)	Approved retailer only	
Black or navy tracksuit bottoms/leggings	Choice of retailers	No brand logos. For when weather is colder.
Trainers	Choice of retailers	Good grip with laces providing good support to the ankle and foot. Pumps do not provide adequate support.
Plain navy-blue knee length games socks.	Choice of retailers	
White sports socks for indoor use.	Choice of retailers	
Other		
Jewellery – one pair of small plain stud earrings and a watch (optional)		Any other jewellery is not allowed. Rings, nose studs, tongue studs or other piercings and jewellery are not acceptable.
Make-up		No bright make-up is allowed. Minimal natural concealer only.
False nails and eyelashes		No false nails or false eyelashes.
Hairstyles		Hairstyles should be professional and those that are considered ‘excessive’ will not be allowed at the Academy.

* Images of acceptable school shoes are available on the school website

Where to purchase uniform

10. You can purchase the items above from our uniform provider (<http://pindersschoolwear.com/>) and/or any high street shop.
11. Any uniform that is of good quality that parents wish to donate, would be gratefully received.

Expectations for our Academy community

Pupils

12. 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)
13. Pupils are also expected to contact the deputy headteacher, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Parents and carers

14. 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
15. Parents are also expected to contact the deputy headteacher if they want to request an amendment to the uniform policy in relation to:
- Their child's protected characteristics
 - The cost of the uniform
16. Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.
17. Disputes about the cost of the uniform will be:
- Resolved locally.
 - Dealt with in accordance with our academy complaints policy,
18. The school will work closely with parents to arrive at a mutually acceptable outcome.

Staff

19. 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 headteacher if the situation doesn't improve.
20. Ongoing breaches of our uniform policy will be dealt with by requesting the parent/carer brings in the correct uniform. If this is not followed, the academy will lend the pupil the correct item of clothing to wear for that day.
21. 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.

Monitoring arrangements

22. This policy will be reviewed annually. Monitoring of its success in maintaining and improving standards will be done through a number of routes:
- a. Line-up each morning is an ideal opportunity for tutors to check that students are adhering to the basic requirements.
 - b. All staff, both in and out of the classroom, will apply the appropriate sanctions where there is insufficient compliance based on the behaviour policy- though students will always be offered the opportunity to resolve the situation initially themselves. This will provide evidence through the behaviour logs on Go4Schools.

The information gathered will be used to inform future reiterations of the policy.

Links to other policies

23. This policy is linked to our:
- Behaviour policy
 - Equality information and objectives statement
 - Anti-bullying policy
 - Complaints policy
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