

# THE PREMIER ACADEMY



## UNIFORM POLICY – SEPTEMBER 2023

### Statement of Intent

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

This Policy lays out the measures the Academy has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all and is affordable and the best value for money for the Academy and families.

We believe that children learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and are dressed in such a way that sets an appropriate tone for education.

For the purposes of this Policy, “**uniform**” includes the following elements of child’s 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.

### Legal Framework

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

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- 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
- Tendering and Procurement Policy

### Roles and Responsibilities

The Governing Body is responsible for:

- Establishing, in consultation with the CEO and school community, a practical and smart school uniform that accurately reflects the Academy’s vision and values.

- Ensuring that the uniform is accessible and inclusive, and does not disadvantage any child by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents/carers, children and the wider school community regarding changes to the uniform.
- Ensuring that the uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible Uniform Assistance Application Forms.

The CEO is responsible for:

- Enforcing the Academy's uniform on a day-to-day basis.
- Ensuring that teachers understand this Policy and what to do if a child is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the uniform and making appropriate recommendations to the Governing Body.

Staff members are responsible for:

- Ensuring that children dress in accordance with this Policy at all times.
- Disciplining children who are in breach of this Policy.
- Ensuring that children understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents/carers are responsible for:

- Providing their children with the correct school uniform as detailed in this Policy.
- Informing the class teacher or Atrium staff if their child requires a more relaxed uniform policy for a period of time, including why e.g. broken limb.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Children are responsible for:

- Wearing the correct uniform at all times, unless the Academy has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the Academy, e.g. school identity and community.

## **Cost Principles**

The Academy is committed to ensuring that its school uniform is affordable and accessible to all and does not place an unreasonable financial burden on parents/carers.

In accordance with the 'School Admissions Code', the CEO will ensure that the uniform policy does not discourage parents/carers from applying for a place for their child.

The Academy 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 Academy will take into account the opinions and situations of:

- Economically disadvantaged parents/carers.
- Parents/carers with multiple children who are, or will be in the future, children at the school.
- Parents/carers of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents/carers of children with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and PLAC.

The Academy will evaluate the cost of its uniform based on the overall collection of uniform items that parents/carers would need to purchase for a child, 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 Academy keeps variations in school uniform for different groups of children, e.g. year group-specific items or house colours, to a minimum where possible to ensure that children can get the most wear out of their uniform possible and that parents/carers can pass some items down to younger siblings.

The Academy keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The Academy defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the Academy requires an item of branded clothing, it will assess how prices can be kept as low as possible. This may include:

- Offering sew- or iron-on logo patches for blazers and jumpers that can be bought at non-specialist retailers, instead of requiring specific branded jumpers.
- Ensuring branded items are longer-lasting and unlikely to be grown out of quickly, e.g. ties.
- Making donated second-hand uniform available for purchase at a lower price.

The Academy is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective children, and that the best value for money is secured through reputable suppliers.

The Academy works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents/carers where possible. The Academy does not enter into exclusive single supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'Uniform Supplier' section of this Policy.

The Academy will not amend uniform requirements without due regard for impact on parents/carers and will take the views of parents into account when considering any changes to school uniforms.

## **Equality Principles**

The Academy takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously and aims to ensure that the uniform policy is as inclusive as possible so that all children are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are, whilst avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The Academy will work to ensure that school uniform cost does not disproportionately affect any children by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in this Policy.

The Academy will ensure that parents/carers are consulted over any changes to school uniform, and that views and advice is sought specifically from children, and parents/carers of children, who:

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

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the CEO and Governing Body, and always in accordance with the Academy's Complaints Procedures Policy.

Information on how the Academy ensures its uniform policy does not discriminate against children with specific protected characteristics is outlined below.

## **Gender**

The Academy implements a gender-neutral uniform, meaning that children will not be required to wear specific items based on their gender.

## **Religion and Belief**

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

The Academy will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of the individual child will be weighed against any health and safety concerns appropriate to the circumstances.

## **Race**

The Academy ensures that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to 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 culture or ethnic origin, e.g. African heritage head wraps.

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

## **SEND and Medical Conditions**

The Academy takes into account the needs of children with SEND and/or medical conditions. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for children whose medical conditions may impact how they dress, e.g. children with casts who require loose-fitting clothing or children with hair loss-related conditions who wish to wear head coverings.

Where the needs of these children cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

## **Complaints and Challenges**

The Academy endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the Complaints Procedures Policy.

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined. When a complaint is received, the Academy works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a child to accommodate particular social and cultural circumstances.

### **Uniform Supplier**

Our supplier for PE kits, blazers and ties is Price and Buckland:

Benneworth Close  
Hucknall  
Nottingham  
NG15 6EL  
Tel: 0115 759 1416

The Academy will retender the uniform contract every 5 years, whether changes to the uniform are made or not, in line with the Tendering and Procurement Policy. The Governing Body will be able to demonstrate how uniform is procured at the best value for money. The Academy will work to ensure that the items are procured as cheaply as possible without compromising on quality.

The Academy does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples.

The Academy will order new uniform each month.

### **Uniform Assistance**

The Academy supports vulnerable families in meeting the costs of uniforms. School uniform assistance is assessed on a case-by-case basis and is provided to those who meet the criteria. If the request is specifically related pupil premium children, then the budget for uniform assistance comes from pupil premium funds, otherwise funding comes from the School Budget Share funding.

To request school uniform assistance, parents must complete the Financial Assistance Application Form (appendix A). Eligibility is determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the child.

The Academy holds second-hand school uniforms for parents to access; access to these uniforms is available upon request. Parents/carers are invited to donate their child's uniform when they no longer need it.

### **Non-compliance**

The Academy will approach parents/carers directly should they have any concerns about non-compliance.



**THE PREMIER ACADEMY**  
**UNIFORM REQUIREMENTS**



<b>ITEM</b>	<b>REQUIREMENT</b>	<b>OPTIONAL OR REQUIRED</b>	<b>SUPPLIER &amp; COST</b>
TPA Blazer	Navy blazer with TPA logo	Required as part of winter uniform from Year 3 and above	Price & Buckland - purchased via ParentMail - £23.50
TPA Tie	House colour tie (red, green, yellow or blue)	Required as part of winter uniform	Price & Buckland – purchased via ParentMail Elasticated - £4.00 (Reception, Y1 & Y2 only) 39/45” - £4.00
Shirt	Plain white buttoned and collared shirt. No polo shirts.	Required	Purchased from a shop of parents’ choice e.g. Asda, Tesco, M&S
Jumper / cardigan	Plain knit navy V-neck jumper or cardigan.	Required	ASDA or Argos, purchased via ParentMail - £5 Or from a shop of parents’ choice
Trousers / skirt / shorts / dresses	Grey trousers, dresses or skirts. No dresses / skirts shorter than 5cm above the knee and no longer than 5cm below the knee. In the summer, grey tailored shorts. Girls may wear light blue gingham dresses / gingham dungarees.	Required	Purchased from a shop of parents’ choice e.g. Asda, Tesco, M&S (Gingham dungarees are available from ASDA)
Footwear	Plain black school shoes, not ballet pumps, plimsolls or trainers. Black ankle boots are acceptable under trousers only. Heels must be no more than 3cm. In the summer, plain black or plain white canvas style deck shoes or plain white or plain	Required	Purchased from a shop of parents’ choice e.g. Asda, Tesco, M&S

	black sandals are acceptable (with shorts/skirts/dress only – not with trousers).		
Socks / tights	Plain white, black or grey socks or plain grey tights.	Required	Purchased from a shop of parents' choice
TPA Indoor / Summer PE Kit	Bundle including navy T-shirt, navy shorts and kit bag with TPA logo and child's name embroidered on clothing items	Required	Price & Buckland, purchased via ParentMail T-shirt - £7.00 Shorts - £9.00 Summer PE Kit Bundle (shorts, t-shirt and drawstring bag with logo) - £17.50
TPA Winter PE Kit	Navy blue tracksuit with TPA logo and child's name embroidered on tops and bottoms	Required	Price & Buckland, purchased via ParentMail Sweatshirt - £11.50 Joggers - £12 or £12.50 for small adult size
PE Trainers	Predominately plain black or plain white.	Required	Purchased from a shop of parents' choice e.g. Asda, Tesco, M&S
Extras	Navy reversible coat School backpack Drawstring bag Knitted hat Baseball cap Book bag	Optional	Price & Buckland, optional item purchased via ParentMail Coat - £21 Backpack - £11.75 Drawstring bag - £4.50 Hat - £5.50 Cap - £5 Book bag - £4

## Bags

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

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

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

## **Jewellery**

One pair maximum of small stud or sleeper earrings only in the lobe.

No rings, bracelets, bangles, necklaces or chains should be worn other than medical ID bracelets and religious or significant cultural jewellery that has been approved by the Leadership Team.

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

Smart watches are not permitted.

## **Hair, Accessories and Coverings**

The Academy reserves the right to make a judgement on whether a child's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the Academy will ensure that any such judgements do not discriminate against any child by virtue of their protected characteristics. Each individual child's scenario will be taken into account where any judgements on appropriateness are to be made, and parents/carers will always have the freedom to complain via the Academy's Complaints Procedures Policy.

Hair must ensure not impede a child's vision, cover their face, or cause a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- Brightly-coloured or non-conventional hair including coloured hair braids
- Headwear with bold patterns, bright colours or embellishments
- Excessive or decorative hair accessories
- Shaved hair designs
- Headwear featuring inappropriate words or images.

Beads if worn must be minimal and plain white or navy.

Hair accessories, such as Alice / headbands, bows, clips or scrunchies must be discreet and conventional with no decoration.

Hijabs and other headwraps, if worn, must be plain grey, navy or white and short for health and safety reasons.

## **Nail Polish and Makeup**

The wearing of nail polish, false nails and nail extensions, temporary tattoos and makeup is not permitted, including on non-uniform days.

## **Adverse Weather**

All children are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.



For hot temperatures, this may include wearing:

- Loose-fitting and lightweight uniform.
- Over the knee skirts, shorts or trousers.
- Tops that cover the shoulder area.
- Sunglasses with UV protection when outside, where possible.
- Sunhats.

Children are advised not to wear any jumpers or blazers during heatwaves. If outside during break times, children not wearing sun-safe clothing are advised to stay in an area protected from the sun, or inside.

For cold temperatures, this may include wearing:

- Scarfs, gloves, coats and hats when they are outside.
- Warm jumpers that conform to the uniform policy.
- Trousers, or thick tights with skirts.
- Suitable footwear.

### **Non-School Uniform Days**

Children must ensure that they are dressed appropriately for the weather and school activities.

Clothing that exposes the torso is not permitted.

No dresses, skirts or shorts shorter than 5cm above the knee.

Heels must be no more than 3cm.

### **Labelling**

All children's clothing and footwear must be clearly labelled with their name. Parents/carers are encouraged to label all clothing but teaching staff will label clothing as necessary using permanent pen on the label of clothing.

Any lost property is retained for one learning block and is disposed of if it is not collected within this time.

### **Monitoring and Review**

This Policy is reviewed annually by the Governors and CEO.

The scheduled review date for this Policy is September 2024.

Any changes to this Policy will be communicated to all staff, children, parents/carers and other relevant stakeholders.



# THE PREMIER ACADEMY

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**APPLICATION FOR FINANCIAL ASSISTANCE**

Name/s of child/ren:..... Class:.....

Address:.....

Application for assistance with cost of: (please specify e.g. name of visit, uniform, lunches):

.....

Total cost:.....

Financial assistance may be available to children whose parents receive the following support payments:

- ◆ Income support (IS)
- ◆ Employment & Support Allowance – Income Related Only
- ◆ Income Based Jobseekers Allowance (Not contributions based JSA)
- ◆ Child Tax Credit (with a combined family income of less than £16,190 per annum as per HMRC) – Does NOT include anyone receiving Working Tax Credit
- ◆ National Asylum Seekers Support (NASS)
- ◆ Guaranteed Element of Pension Tax Credit

**PLEASE NOTE THAT PROOF OF ABOVE DOCUMENTATION IS REQUIRED AT THE TIME OF APPLICATION**

If you are not in receipt of any of the above benefits, you may still apply for financial assistance, stating the reason for your application below:

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.....

.....

Signed: (parent/carer) ..... Date:.....

<b>FOR OFFICE USE ONLY:</b>		
Application accepted	Amount: £ .....	Signed: .....
Application declined	Percentage: .....	Warren Harrison - CEO