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# Belfairs Academy



## Uniform Policy

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Author	HOS
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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 for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with the PA to the Principal, who can refer questions to the Senior Leadership Team and respond to any requests.

## 3. Limiting the cost of school 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 school uniform.

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.

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 items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Keeping the number of optional branded items to a minimum, so that the school'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

- 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 uniform

###### **Branded items which are required:**

- Belfairs Academy Maroon Blazer with academy logo
- Belfairs Academy Tie
- Belfairs Academy Maroon/Black Polo Shirt with academy logo

###### **Branded items which are optional:**

- Belfairs Academy V Neck Jumper
- Belfairs Academy Sports Shorts with logo
- Belfairs Academy Sports Rugby Top with logo
- Belfairs Academy Sports Hoodie with logo
- Belfairs Academy Leggings with logo
- Belfairs Academy Maroon/Black Reversible Fleece/Rain Jacket with logo

All other items on our uniform list can be purchased at any other retailer as long as they fit the description listed on our uniform list. If you are unsure if items are appropriate you can contact the academy via [enquiries@belfairsacademy.org.uk](mailto:enquiries@belfairsacademy.org.uk).

###### **Jewellery, Hairstyles and Make-Up:**

- No jewellery of any kind should be worn except for a watch, 1 pair of plain gold or silver studs in the lobe of the ear. No facial or other piercing.
- Absolutely no make-up is allowed in Years 7, 8 and 9; discreet make-up is permitted in Years 10 and 11. No false eyelashes are allowed.
- All hair must be natural in colour; there must be no extreme styles and no patterns or tram lines cut into the hair. Hair bands/scrunchies should be plain dark colour only.
- Fake tans are not allowed.
- False nails/extensions are not allowed.

###### **Outdoor Coats, Bags & Equipment**

- Coats should be plain in colour and design, in keeping with the uniform. Reflective items for safety purposes are encouraged. **NO HOODIES ARE ALLOWED TO BE WORN WITH THE ACADEMY UNIFORM AT ANY TIME.**
- All students should have a school bag and be fully equipped to learn. School bags should be able to hold necessary equipment and A4 size school books.
- A full list of equipment expectations can be found [here](#).

## 4.2 Where to purchase it

Uniform can be purchased from:

- Pauls School and Workwear Discount Store, 38-40 Southchurch Rd, Southend-on-Sea SS1 2ND (<https://paulsdiscount.co.uk>)
- National Schoolwear Centres, 96 Hamlet Ct Rd, Westcliff-on-Sea, Southend-on-Sea, Westcliff-on-Sea SS0 7LP (<https://schoolwearcentres.com/>)
- Any non-branded items can be purchased from high-street retailers.

### Second hand uniform shop:

- If you are interested in purchasing items from our second hand uniform shop, please contact the academy FAO Admin Office via [enquiries@belfairsacademy.org.uk](mailto:enquiries@belfairsacademy.org.uk) and they will contact to discuss you requirements.

## 5. Expectations for our school community

### 5.1 Students

Students are expected to wear the correct uniform at all times 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)

### 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

### 5.3 Staff

Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply, but will follow up with the Principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with our behaviour policy.

In cases where it is suspected that financial hardship has resulted in a student 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 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 school'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 2 years. At every review, it will be approved by the Local Governing Body.

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

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Complaints policy