

School uniform policy

City Academy Whitehawk



**City Academy
Whitehawk**

Approved by:

Russell Wood
Headteacher

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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 all parents and carers
- › Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- › Clarify our expectations for school uniform

2. Our school's legal duties under the Equality Act 2010

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include: age, sex, sexual orientation, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- › Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in
- › Make sure that our uniform costs the same for all pupils
- › Allow all pupils to have long hair, although we reserve the right to ask that long hair be tied back
- › Allow all pupils to style their hair in a way that is appropriate for school, and makes them feel most comfortable
- › Allow pupils to request changes to swimwear for religious reasons, or if they are experiencing discomfort
- › Allow pupils to wear headscarves and/or other religious garments
- › Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform, depending on their specific needs
- › Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the Headteacher (admin@cawhitehawk.org.uk 01273 681377), who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. Limiting the cost of school uniform

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education (DfE) on the cost of school uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers

We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit. It is not a requirement that children wear uniform with the school logo. This is, however, something that we encourage as it fosters pride and the sense of belonging as part of City Academy Whitehawk
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for school uniform

4.1 Our school's uniform

- Light blue polo shirt with or without the CAW logo
- Burgundy sweatshirt or cardigan with or without the CAW logo
- Burgundy fleece with or without the CAW logo
- Black trousers, skirts or pinafore dresses
- Plain black shoes or trainers. Neither Crocs nor slipper boots can be worn for Health and Safety reasons
- Plain socks or tights
- In warm weather, black school shorts or blue and white check school dresses can be worn

All items should be fit for purpose and meet standards of modesty

- Children should wear their PE kits to schools on the day they have PE lessons. Swimwear and a towel will be required on the days they have swimming lessons. Our PE kit consists of:
 - Blue t shirt

- Black shorts or tracksuit bottoms
 - Plain black plimsolls or trainers
 - In colder weather, children can wear their school jumper
- › Jewelry is not part of our school uniform. Children wearing rings or necklaces that are not part of their faith will be asked to remove them. They will be looked after by a member of staff.
- › Children should only wear stud earrings to school as hoops represent a Health and Safety risk. Stud earrings will need to be covered by tape during PE lessons. The tape will be provided by the school.
- › Children should not wear make up to school. Acrylic nails are not allowed as they represent a Health and Safety risk.

4.2 Where to purchase or acquire it

- Logo Sports stock our school uniforms with the CAW logo. They can be ordered online here: <https://www.logo-schoolwear.co.uk/product-category/city-academy-whitehawk/>
- Many supermarkets and high street retailers, including Asda, stock school uniforms in the CAW colours.
- Unclaimed lost property at school can be borrowed by families. Please speak to staff in the School Office if this would be helpful. We will also make this available during family events (such as Family Consultations).

5. Expectations for our school community

5.1 Pupils

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

Pupils are also expected to contact the Headteacher (admin@cawwhitehawk.org.uk 01273 681377) 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. For items with the school logo on, writing the child's name on the inside of the logo in permanent pen is an effective way of making sure the items can be returned to owners if they get mislaid

Parents/carers are also expected to contact the Headteacher (admin@cawwhitehawk.org.uk 01273 681377) 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/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's complaints policy.

Disputes about the cost of the school uniform will be:

- › Resolved locally
- › Dealt with in accordance with our school's complaints policy

The school will work closely with families to arrive at a mutually acceptable outcome.

5.3 Staff

All 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 Senior Leaders if the situation doesn't improve.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with the uniform policy, staff will take a mindful and considerate approach to resolving the situation and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory [guidance](#).

5.4 Governors

The governing board (Local Academy Board) will review this policy and make sure that it:

- › Is appropriate for our school's context
- › Is implemented fairly across the school
- › Takes into account the views of parents/carers, and pupils
- › Offers a uniform that is appropriate, practical and safe for all pupils

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 annually by the Headteacher. At every review, it will be approved by the City Academy Whitehawk LAB (Local Academy Board).

7. Links to other policies

This policy is linked to our:

- › Behaviour policy
- › Equality information and objectives statement
- › Anti-bullying policy
- › Complaints policy