

Cambridge Academy for Science and Technology

Uniform Policy

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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 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 sex, race, religion or belief, 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 (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 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 Assistant Principal (Pastoral)

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 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
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats and bags.
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- Avoiding different uniform requirements for different year 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 pupils on any proposed significant changes to the uniform policy moving forwards and carefully considering any complaints about the policy

4.1 Our school's uniform

Item	Purchase From
Grey jumper with school logo	SWI Schoolwear
Grey trousers, shorts or skirts. Trousers should be tailored and not leggings or sportswear. Shorts should also be tailored and knee length. Skirts should be plain grey, straight or pleated and knee length. (Long, short, jersey, lycra, body-con and wrap round skirts are not allowed)	Anywhere
White buttoned plain shirt	Anywhere
Dark coloured socks or tights	Anywhere
Plain black shoes. No trainers (note that there should be no other colours on shoes)	Anywhere

PE Kit

Item	Purchase From
Raglan polo shirt	SWI Schoolwear
Track top	SWI Schoolwear
Black track pants/shorts/leggings	Anywhere
Trainers	Anywhere
Black football socks	Anywhere

Other Uniform Expectations

Jewellery

Small, plain stud or sleeper size piercings only should be worn. All jewellery must be removed for PE activities and is brought into school entirely at the student's own risk. Students must not wear hoop style earrings. These items are banned and will be confiscated.

Hairstyles

Students are expected to have moderate hairstyles, avoiding extremes. A definitive list of acceptable and unacceptable hairstyles is impractical but our guiding principle will relate to whether or not the hairstyle is appropriate for a professional, working environment.

Make Up

Discreet make-up only is allowed.

Nails

False nails can represent a health and safety risk in physical education lessons and are not appropriate for school. If one is ripped off or brushes another student, this can result in painful cuts and rips to the skin. It is far easier to maintain the cleanliness of short, natural nails than longer acrylic ones.

Frequently Asked Questions Regarding Uniform

What happens if my child comes to school without school shoes?

If there is a genuine reason for your child not wearing school shoes we ask that you inform their Head of Year either by email or telephone before your child arrives at school on that day.

Why can't my child wear clothes, jewellery or make-up to express their personality and individuality?

School is a formal setting (just like a place of work or business) where students should be treated equally and have equal access to attention and support from staff. We do not want to encourage an environment where students are competing in terms of their appearance or how “fashionable” they look. Students very often claim that their appearance sets them apart from others and is an expression of individuality when actually they are simply conforming to the expectations of their peer group.

Why can't my child wear large earrings/nail extensions when I have been told that other children do?

Students often use this as their first defence with parents/carers and members of staff. Invariably, the truth is that everyone else is not being allowed to break the rules that also apply to your child. Where there are students wearing nail extensions then they will also be dealt with. However, the school is not at liberty to discuss the sanctions and issues regarding another child with you or your child. In the same way, we will not discuss issues to do with your child with others.

4.2 Where to purchase it

All orders are placed through SWI Schoolwear. Their website can be found at <http://www.swischoolwear.co.uk/>

We actively encourage parents to donate good quality items of used uniform so that this can be made available for sale at reduced rates for those who are identified as being in need. Parents who wish to either donate or purchase second hand uniform should contact Student Services

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
- 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

Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

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 parents to arrive at a mutually acceptable outcome.

5.3 Staff

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 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 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 school's context
- Is implemented fairly across the school
- Takes into account the views of parents 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. At every review, it will be approved by Local Governing Body

7. Links to other policies

This policy is linked to our:

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