

THE EDUCATION VILLAGE ACADEMY TRUST



**HAUGHTON ACADEMY
SCHOOL UNIFORM
POLICY**

EVAT Version Control Document

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Monitoring and review

This policy is reviewed every three years by the Policy Owner: Su Gill

The scheduled review date for this policy is March 2025

Values and Ethos

Our values and ethos are inclusive and child centred. Our Trust is founded on the principles of inclusivity, diversity and fairness, and they are fundamental to our delivery of exceptional learning experiences.

EVAT stands for:

- **E**xcellence and high standards
 - a can-do culture and no-excuses ethos
- **V**alues driven with a deep sense of purpose
 - putting children and young people first
 - behaving ethically
- **A**mbition and aspiration for all
 - irrespective of background or barriers – being truly inclusive
- **T**eamwork
 - we do more, better and faster, together

We are a village. We collaborate, with our learners, their families and our communities, to provide exceptional education so that all the children and young people we serve achieve the best possible outcomes.

Our Ethos is to:

- Create a nurturing and friendly atmosphere and provide an environment where everyone feels valued for who they are
- Bring out the best in every child and young person and meet the full range of their individual needs
- Provide different and unique experiences, challenges and activities
- Show tolerance and respect for each other
- Prepare our children and young people for lifelong learning
- Improve the life chances of every child and young person we serve.

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Statement of intent

The Education Village Academy Trust believes that a consistent school uniform policy is vital to promote the ethos of the Trust and its schools and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the Trust and Haughton Academy have taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils' families.

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

Legal framework

This policy has due regard to all relevant legislation 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

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

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following Trust policies:

- Complaints Policy and Procedure
- School Behaviour Policy

Roles and responsibilities

The Education Village Academy Trust Chief Executive Officer (CEO) is responsible for:

- Establishing, in consultation with the Principal, Education Standards Committee Members (ESC) and school communities, a practical and smart school uniform that accurately reflects each school's visions and values.
- Ensuring that school uniform is accessible and inclusive, and do not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Considering the opinions and wishes of parents, carers, pupils and the wider school communities regarding changes to the school uniform.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's ['Cost of school uniforms'](#) guidance.

The Principal is responsible for:

- Ensuring that staff enforce the school uniform on a day-to-day basis.
- Ensuring that staff understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions of the school community in regard to the school's uniform and making appropriate recommendations to the Board of Trustees.
- Ensure that staff provide pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Praising pupils who fully support and wear their uniform correctly.
- Ensuring that pupils 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 Principal if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

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

Cost principles

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

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

The CEO and Principal will assess the overall cost implications of the uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will consider the opinions and situations of:

- Economically disadvantaged parents/carers.
- Parents/carers with multiple children who are, or will be in the future, pupils 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 pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and PLAC.

The Principal will evaluate the cost of the school uniform based on the overall collection of uniform items that parents/carers would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents/carers 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 Principal will keep variations in the school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum where possible to ensure that pupils can get the most wear out of their uniform possible and that parents/carers can pass some items down to younger siblings.

The school will keep branded uniform items to a minimal level that is reasonable for all members of the school's communities. The school 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 it is decided to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible, e.g. by offering sew or iron-on logo badges for jumpers that can be bought at retailers instead of requiring special branded jumpers.

The school 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 pupils, and that the best value for money is secured through reputable suppliers.

The school will not frequently amend school uniform requirements. It will take the views of parents/carers and pupils into account when considering any changes to the school uniforms.

Equality principles

The school 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 pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

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

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

The school has implemented a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School Uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression.

The school will ensure that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire Trust community.

Parents/carers concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Principal and always in accordance with the Trust's Complaints Policy and Procedure.

The school will ensure that the needs of pupils with SEND and/or sensory difficulties are considered in the school uniform policy e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

Complaints and challenges

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the Trust's Complaints Policy and Policy.

To make a complaint, parents/carers should refer to the Complaints Policy and Procedures which can be found on the website and follow the guidance.

When a complaint is received, we will work with parents/carers to arrive at a mutually acceptable outcome.

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

School uniform supplier

Our current school uniform supplier is:

Elizabeth's Embroidery

8 Richardson Road

Stockton on Tees

TS18 3JLI

Tel 01642 674973/01642 602008

www.elizabethsembroidery.com

Uniform assistance

The school works in partnership with the Darlington Carers Uniform Exchange who offer a school uniform exchange service. Details can be accessed through the link below.

[Darlington Borough Council - School Uniform Exchange](#)

Parents/carers and carers who require assistance with school uniform should contact the relevant Head of Year I the first instance.

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

Non-compliance

The Principal or a person authorised by the Principal, is permitted to ask a pupil to briefly go home to remedy breaches to the school's uniform.

When deciding whether to allow a pupil to return home, the school considers the pupil's age and vulnerability, the length of time it will take, and the availability of the pupil's parents/carers.

Where a pupil has been sent home to rectify uniform breaches, the absence is recorded as 'authorised'.

If a pupil repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence is counted as 'unauthorised'.

Parents/carers will be notified in all cases.

School Uniform

Haughton Academy's school uniform is as follows:

Item	Optional or required	Branding	How to acquire
Blazer Black with Academy Logo	Required	School logo on right-hand side (iron-on school logo buttons available)	Available from school supplier or from regular retailers (badge will need to be bought separately from pupil reception)
Black jumper – V-neck. Can	Optional	Plain, with no logos	Available from regular retailers.

be work in addition to blazer			
Shirt Plain white	Required	No branding	Available from school supplier and available from regular retailers.
Trousers Black	Required	No branding	Available from school supplier and available from regular retailers.
Shoes Sensible, plain black shoes	Required	No branding	Available from regular retailers.

Trainers are not considered suitable footwear. High heels are not permitted; however, block heels of no more than 3cm can be worn.

Parents/carers who do not wish to buy the optional branded PE kit must acquire a PE kit meeting the following criteria:

- Plain grey t-shirt with no branding or logos from professional sports teams.
- Plain black shorts or black tracksuit bottoms/leggings with no branding or logos from professional sports teams.
- Suitable trainers.
- Suitable sports footwear, e.g. football boots.

Parents/carers are responsible for ensuring their child brings their PE kit to school when needed.

Jewellery

Permitted jewellery that may be worn is:

- One pair of plain stud earrings – gold, silver or rose gold.
- A sensible wrist watch. Smart watches are not permitted.

If a pupil chooses to have more than one piercing in their ear or in their nose they will be expected to wear a clear retainer. Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons, DT practical and science experiments.

School bag

It is suggested that pupils use an appropriately sized waterproof bag to carry their books and equipment. It should hold A4-sized work books comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases are not permitted.

We encourage pupils not to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

Hairstyles

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be considered where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the Trust's Complaints Policy and Procedures.

Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles are not considered appropriate for school:

- Brightly-coloured (not natural), dyed hair e.g. blue, pink
- Hairstyles with bold patterns or colours.
- Excessive hair accessories.

Makeup

The school's rules on makeup are as follows:

- Only light, natural-looking makeup is permitted.
- False nails and nail extensions are not permitted.
- Only clear nail varnish may be worn.
- Temporary tattoos are not permitted.
- False eyelashes are not permitted.

Pupils wearing excessive makeup are required to remove it or, if appropriate, will be sent home to remove it.

Adverse weather

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

For hot temperatures, this includes wearing:

- Loose-fitting and lightweight shirts with sleeves and collars.
- Tops that cover the shoulder area.
- Sunglasses with UV protection when outside, where possible.

Pupils are advised not to wear any blazers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside.
- Warm V necked jumper which preferably comply with the school uniform policy

Labelling

All pupils' clothing and footwear is clearly labelled with their name.

Any lost clothing is to be taken to the lost property box at pupil reception. All lost property is retained for a minimum two weeks and is donated to charity if it is not collected within this time.

Public Sector Equality Duty (Equality Act 2010)

In preparing or amending this policy, the author has given due regard to the Public Sector Equality Duty; that is, they have considered any potential impact on people who share certain protected characteristics. These protected characteristics are defined as: race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.