



Outcomes Focused, Child Centred

**Northern Education Trust**

**Uniform Policy**

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## Control Sheet

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## Contents

1. Introduction	4
2. Scope and purpose of the policy	4
3. Roles and responsibilities	5
4. Legal duties under the Equality Act 2010	7
5. Limiting the cost of academy uniform	7
6. Expectations for academy uniform	8
7. Monitoring arrangements	13
8. Links to other policies	13

# 1. Introduction

## 1.1 Trust Vision and Values

### Vision

We constantly focus on standards as we understand outcomes are paramount. Our decision-making is driven entirely by what is best for children. By doing this we enhance the life chances of the children and young people in our care.

The 10 values which underpin our vision can be seen on our website here - <https://www.northerneducationtrust.org/about-us/vision-values/>

- 1.2 There is no statutory requirement to have this policy in place in multi-academy trusts, but the trust has chosen to implement this to ensure consistency and best-practice trust-wide.
- 1.3 Although there is no requirement for this policy to be published on the trust website/academy websites, the trust has chosen to publish it.
- 1.4 The trust has developed this policy based on the supplementary guidance which can be found here <https://www.gov.uk/government/publications/school-uniform/school-uniforms>. This guidance is not statutory, but provides information about how the policy should be implemented.

## 2. Scope and purpose of the policy

- 2.1 This policy applies to all students and should be supported and endorsed by their parents/carers.
- 2.2 The purpose of this policy is to ensure high uniform standards are promoted and clearly communicated to all key stakeholders and to demonstrate how the academy complies with the DfE guidance in relation to uniform. Denton Community College believes that a consistent academy uniform policy is vital to promote the ethos of the academy and provide a sense of belonging and identity for all students, regardless of their protected characteristics or socio-economic circumstances.
- 2.3 This policy lays out the measures Denton community College has taken to ensure a consistent, fair and inclusive uniform policy; to implement a uniform that reflects the needs of all students; and a uniform that is affordable and the best value for money for the academy and students' parents/carers.
- 2.4 Northern Education Trust believes that students 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.

### 3. Roles and responsibilities

#### 3.1 Trust Board/Academy Councils

The trust board will:

- Seek assurance from the executive and academy councils that all academy uniforms reflect statutory guidance
- Ensure compliance with all aspects of the equality duty
- Review key stakeholder feedback (e.g. parents/principals/students)
- Approve the overall trust uniform policy annually

Academy councils will:

- Ensure that individual academy uniforms are compliant with the guidelines established by trustees

#### 3.2 The Executive Team

The executive team is responsible for:

- Establishing, in consultation with the principal, an academy uniform that reflects the trust's vision and values;
- Ensuring that the academy's uniform is accessible and inclusive, and does not disadvantage any student by virtue of their protected characteristics or socio-economic status;
- Ensuring that the academy's uniform is accessible and affordable;
- Demonstrating how best value for money has been achieved in the uniform policy; and
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' statutory guidance and the equality duty
- Making a recommendation to the trust board on the intended trust school uniform with a supporting rationale

#### 3.3 The Principal

The principal is responsible for:

- Ensuring students are compliant with the academy uniform policy on a day-to-day basis. In all cases, it is for the principal to decide what is appropriate uniform. In the very rare cases of a dispute between parents/carers and an academy principal, appropriateness will still be determined by the principal, following consultation with the executive principal;
- Ensuring that staff understand this policy and what to do if a student is in breach of the policy;
- Approving reasonable adjustments to the uniform policy in the very rare circumstances that they may be required;
- Ensuring promotion of a 'swap shop' system whereby students are able to bring unwanted uniform items into the academy, the uniform can be cleaned and there is an ability for those facing financial hardship to have the chance to access these items free of charge; and
- Undertaking consultation and taking into account the views of parents and presenting to the executive team for approval prior before implementing any changes to uniform

#### 3.4 Staff members

- Staff will closely monitor students to make sure they are in the correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply, but will follow up with sanctions in line with the Expectations for Learning Policy where necessary.
- Applying consistent responses at all times, as directed by the principal, for students who are in breach of this 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 and support will be offered where needed.

### 3.5 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; and
- In good condition

Parents/carers are also expected to contact Mr Damian Mckeon, ([d.mckeon@dentoncommunitycollege.org.uk](mailto:d.mckeon@dentoncommunitycollege.org.uk)) if they want to request a reasonable adjustment to the uniform policy in relation to their child's protected characteristics or for support with uniform in times of hardship.

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

Disputes about the cost of the academy uniform will be:

- Attempted to be resolved locally; and
- Dealt with in accordance with the trust's complaints policy if parents/carers are able to demonstrate clearly there is a possibility an aspect of this policy or its operational application does not comply with the legislation cited within or DfE statutory guidance. In these circumstances, it is for parents/carers to clearly communicate which aspects of the legislation/statutory guidance are not being adhered to and why they believe this.

### 3.5 Students are responsible for:

Students are expected to wear the correct uniform at all times (other than specified non-uniform days) while:

- On the academy premises;
- Travelling to and from the academy; and
- At out-of-academy events, trips/visits or educational experiences that are organised by the academy, or where they are representing the academy (if required).

Students are also expected to discuss with parents and carers who then in turn contact Mr Damian Mckeon, ([d.mckeon@dentoncommunitycollege.org.uk](mailto:d.mckeon@dentoncommunitycollege.org.uk)) if they want to request a reasonable adjustment to the uniform policy in relation to their protected characteristics.

## 4. Legal duties under the Equality Act 2010

4.1 The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, disability, pregnancy and gender reassignment. To avoid discrimination, Trustees and the executive team:

- Have considered in the implementation of this policy all aspects of the Equality Act 2010 and the Human Rights Act 1998, as well as the statutory guidance issued from the DfE in its 'School uniforms', June 2023 release.
- Allow for consideration by the principal of adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with Mr Damian Mckeeon, ([d.mckeeon@dentoncommunitycollege.org.uk](mailto:d.mckeeon@dentoncommunitycollege.org.uk)) who can answer questions about the policy and respond accordingly.

## 5. Limiting the cost of academy uniform

The executive team have responsibility for ensuring that the uniform we stipulate is affordable, in line with statutory guidance from the Department for Education on the cost of academy uniform.

Northern Education Trust understands that items with distinctive characteristics (such as branded items, or items that have to have an academy logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers. This in turn means that requiring many such items limits parents' ability to 'shop around' for a low price.

Northern Education Trust will make sure academy uniform:

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

This is done by:

- Limiting any items with distinctive characteristics as far as possible. In primary academies, only the academy jumper is branded. In secondary academies blazers are branded but where there are also other branded/academy specific items available (such as a particular academy skirt) an unbranded alternative (such as plain skirt/trousers) is also available where possible;
- Avoiding specific requirements for items students could wear or use on non-academy days, such as coats, bags and shoes;
- Avoiding different uniform requirements for different year groups (Y6 primary students are provided with a free purple jumper);
- Avoiding different uniform requirements for extra-curricular activities;
- Considering alternative methods for signalling differences in year groups for inter-academy competitions, such as creating posters or labels;
- 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; and
- Consulting with parents and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.



## 6. Expectations for academy uniform

### 6.1 Mobile phones

Students are not allowed any electronic items in the academy, other than a mobile phone. Only students from secondary academies and those in years 5 and 6 at primary academies are permitted to bring in mobile phones. Mobile phones must be switched off, kept out of sight and be placed in your child's bag. If your child is seen with any of the items above in the academy, they will be treated as the child's property, confiscated, placed in the safe and will only be returned to their parent/ carer. This also applies to after academy enrichments and academy trips/visits and experiences. In the event of a parent/carer not being able to collect such items, students will be able to collect them at the end of the day on the final day of each half term. In accordance with Section 91 and 94 of the Education and Inspections Act 2006, and in particular the definition set out in section 95, "property" is defined within this policy as "any goods in the pupil's possession, over which the pupil appears to have control".

### 6.2 Hair, make-up & jewellery

- No jewellery, make-up or nail varnish allowed;
- No exceptions. Students are not allowed to wear any form of jewellery apart from a wrist watch that does not allow any form of electronic communication (smart watches are not permitted, see above);
- Students should not colour their hair using a bold dye (examples include, but are not limited to, red; green; blue; purple; orange; yellow; or pink);
- Hair accessories must be black or a neutral colour. Hair accessories should be modest and simple (for example grips, clips, bobbles and small scrunchies). Hair accessories should not be clipped onto academy uniform when not in use and bobbles and scrunchies should not be worn around the wrist;
- Headscarves should be plain black;
- Students are not to have any form of shaved patterns in their hair (this includes sports badges, swirls, squares and any other pattern deemed inappropriate); and
- Students are not to attend the academy with any form of piercing (this is in line with health & safety recommendations). Ultimately, parents/carers are responsible for working with your child to ensure that they refrain from having any new piercings during holiday times that will not have fully healed to the extent that the item can be removed before their return to the academy. This example also extends, but is not limited to, eyelash extensions and gel/acrylic nails.

### 6.3 Equipment

#### Secondary:

All students must have an academy bag with planner; Reading Routes book; Need to Know book; and a pencil case with black pen, pencil, eraser and ruler. The bag must be large enough to carry A4 size books, and PE uniform when required. Having these items allows for the smooth running of lessons and no lesson time is wasted as students are ready to learn.

## 6.4 Specific academy uniform

Students must wear full academy uniform at all times when they are travelling to and from the academy. Students must wear full uniform within the academy unless directed otherwise by the principal (for example, in cases of extreme heat). During lessons, students can ask their teacher for permission to remove blazers. Uniform must also be worn correctly on academy trips/visits and other enrichment activities.

Students must refrain from wearing or bringing into the academy any item (including pin badges) carrying unacceptable slogans, statements or images of a political/nationalist nature, following DfE guidance set out in [Political impartiality in Schools 2022](#).

## SECONDARY ACADEMY CHECKLIST

Secondary Academy uniform						
Uniform item	Description	All students or boys/ girls	Optional/ required	Summer/ winter or all year	Generic item or branded with academy logo	Where the item can be purchased from
School shirt	Formal school shirt- plain white with no branding, with collar and ability for top button to be fastened. Shirts must always be tucked in.	All students	Required	All year	Generic item	Multiple retailers
Academy jumper	Plain grey v-neck (yellow trim) jumper with no logo. Alternative, plain jumpers must not have any form of branding, zips, buttons or accessories and must be plain grey. Jumpers must not be tucked in. Alternatively, plain grey jumper with academy logo.	All students	Optional	All year	Generic item Branded item alternative available.	Plain grey-neck jumpers are available from multiple retailers.
Trousers	Plain charcoal grey formal school trousers. Trousers must be plain and have no logos, branding, patterns, noticeable zips, buckles or accessories. Trousers must be appropriate school trousers with a loose leg fit and not jeggings, jeans or pencil tight trousers.  Belts must be plain black with moderate, discrete buckles that are not too large.  Trousers should be accompanied with plain black socks with no logo that cover ankles.	All students	Required	All year	Generic item	Plain charcoal grey trousers are available from multiple retailers.

Academy blazer	Blazers must be worn at all times on and around the academy site and on educational visits unless the principal states otherwise in cases of extreme hot weather. Within classes students may ask their teacher for permission to remove blazers. Blazer sleeves should be rolled down (unless eating/engaging in practical subjects) and not have large objects such as planners or bottles in pockets.	All Students	Required	All year	Branded item	Multiple retailers
Black tights	Black tights. Plain. Minimum 60 denier.	To compliment skirt for girls if applicable	Required	All year	Generic item	Multiple retailers
Purple & grey tartan knee length skirt	Purple & grey tartan skirt. Fully pleated front, sides and back. Plain with no patterns or branding. Must not be rolled over. Must be worn with tights. Must sit on or just above the knee in length.	Optional alternative to trousers for girls	Required	All year	Generic item	Purple and grey tartan skirts are available from multiple retailers.
Plain black shoes	Plain black school shoes (laced, buckled, T bar and Velcro acceptable) – no trainers are allowed. Shoes must be plain black with no coloured bows, bars or other decorations. High-shinned and/or open top boots are not acceptable (established 'Kickers type' close fitted ankle boots are acceptable).	All students	Required	All year	Generic item	Multiple retailers
Academy tie	Ties must be worn at all times on and around the academy site and on educational visits. Ties must be worn as students walk to and from the academy. Ties must be an adequate length (roughly middle of the shirt).	All students	Required	All year	Branded item	Multiple retailers

## Secondary PE Uniform

<b>Uniform item</b>	<b>Description</b>	<b>All students or boys/ girls</b>	<b>Optional/ required</b>	<b>Summer/ winter or all year</b>	<b>Generic item or branded with academy logo</b>	<b>Where the item can be purchased from</b>
Sports shirt	Plain black t-shirt. No logos or branding.  Alternatively, Academy sports shirt with academy logo	All students	Required	All year	Generic item. School branded item alternative available.	Plain black t-shirts are available from multiple retailers.
Sports trainers or football/rugby boots when appropriate	Appropriate durable trainers. Non-mark sole. Football or rugby boots when outside on grass.	All students	Required	All year	Generic item	Multiple retailers
Shorts/tracksuit or jogging bottoms.	Unisex black sports shorts or tracksuit/jogging bottoms. Plain black with no logos or branding.  Plain black leggings can be worn as alternative, but must be accompanied by plain black shorts.  Alternatively, Academy shorts/leggings/tracksuit bottoms	All students	Required	All year	Generic item. Branded item alternative available.	Plain black shorts/tracksuit or jogging bottoms are available from multiple retailers.
Football/ sports socks	Plain black sports socks. No logos or branding.	All students	Required	All year	Generic item	Multiple retailers

Plain black jumper	Plain black jumper. No logos or branding.	All students	Optional	All year	Generic item	Multiple retailers
'Skins' or plain black, long sleeved top	Plain black. No logos or branding. Can only be worn underneath plain black t-shirt and/or plain black shorts.	All students	Optional	All year	Generic item	Multiple retailers

## 6.5 When and where to purchase it

Parents/carers must ensure all uniform items are purchased ready for a September start. Particular time and care needs to be given to specialist items, such as blazers or ties, that sometimes take time to be delivered from external partners.

- Please click on the links below, for details on how to purchase your uniform from the suppliers Monkhouse and the parental guide.
- Parent Plan\_Monkhouse\_A4\_Print
- <https://www.monkhouse.com/pg/912/Parent-Uniform-Guide>

## 7. Monitoring arrangements

This policy will be reviewed annually by the senior executive principal. At every review, it will be approved by the trust board.

## 8. Links to other policies

This policy is linked to the trust's:

- Expectations for Learning Policy;
- Equality and Diversity Policy;
- Complaints Policy