



## **Uniform Policy**

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**Date of Policy: Summer 2023**

**Committee: Staffing & Students**

**Next Review Date: Summer 2025**

**The School will ensure that the policy is applied fairly to all employees and does not have a negative impact in relation to the school's equality strands: race, sex, religion and belief, sexual orientation, age, disability, gender reassignment, marriage and civil partnership and pregnancy and maternity.**

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## **I. 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

### **I.2 Rationale**

Alperton Community School Students are expected to wear their uniform with pride. We believe the uniform contributes to the school ethos by developing a sense of community, self-respect and preventing bullying of students because of their dress.

Everyone has a role in setting the standards for the school. Teachers and other school staff model appropriate standards for students. They are expected to dress in a professional manner at all times. (see staff code of conduct)

## **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:

- Ensure a gender neutral uniform that students feel 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 request changes to swimwear for religious reasons
- 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 Deputy Headteacher, Pastoral (Ms C Lazare), who can answer questions about the policy and respond to any requests

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

Although the school has a uniform supplier, most items of uniform can be purchased from normal high street shops and supermarkets. Year 7 branded student uniform items are funded by the school. Children from disadvantaged families may be supported by the school with regard to the purchase of uniform. Each case will be looked at on an individual basis.

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 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 any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- 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
- Considering alternative methods for signaling differences in groups for interschool 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
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

## 4. Expectations for school uniform

### 4.1 Our school's uniform



## Uniform List 2023/2024

### Years 7-11

All pupils in Years 7 to 11 are expected to wear the full school uniform. Pupils are expected to wear their uniform neatly and to keep a good standard of personal appearance. Therefore, hair colour and style must be appropriate for school. No unnatural hair colours.

#### **SHIRTS**

Plain white (Denim and cotton denim shirts, T-shirts and Polo shirts are not permitted). Shirts must be tucked in at all times.

#### **JUMPER**

Grey Alperton Logo Jumper. (Branded- optional)

#### **BLAZER**

Black blazer with embroidered badge **must** be worn at all times (Branded- compulsory)

#### **TIE**

Class of 2024 - purple

Class of 2025 - red

Class of 2026- blue

Class of 2027- green

Class of 2028- butterscotch

#### **TROUSERS**

All students to wear grey, tailored straight leg trousers

#### **SKIRT**

Girls may wear ankle length skirts for cultural/religious reasons.

#### **SOCKS**

Grey, Black or white

#### **TIGHTS**

Grey, Black or white

#### **SHOES**

Sensible plain black leather. Boots or trainers are not permitted. No high-heels or wedges

#### **JACKET/OVERCOAT**

Must be plain Black, Navy-Blue or Grey. For outdoor use – they should not be worn in lessons or in the school buildings. Denim or leather is not permitted. No large motif or design.

No fashion coats, e.g. ankle length, quilted.

#### **HATS, CAPS and HOODIES**

Hats, including baseball caps, are not allowed or to be worn on school premises. Hoodies or tracksuit tops are not allowed in school. Scarves must be **plain** grey or black only.

## **JEWELLERY**

A watch and small stud earrings only Religious items as described in Equality Act 2010

## **KEY CHAINS**

No chains to be brought to school in the interests of Health and Safety

## **SCHOOL BAG**

All pupils should have a suitable bag large enough to carry their text books, exercise books and PE kit  
Bag with badge, available from a school outfitter.

ACS PE kit

### **Compulsory**

Green & White Polo Shirt (Branded -compulsory)

Alperton branded joggers (Branded -compulsory) NO leggings permitted

Black/white sports socks

Plain white trainer with white sole (Compulsory)

Green hooded top (Branded - non-compulsory)

Grey Hijabs (No pins)

## **4.2 Where to purchase uniform**

Our school shirts, trousers skirts can all be bought at supermarkets or regular uniform retailers.  
Sensible black leather shoes can also be bought at local shoe stores or any high street retailer.  
Our branded items are sold at:

**Rumbles Uniform** 598 High Road, London HA0 2AF. Uniform can be purchased online or in store.

## **Second hand uniform**

We often have donations from students who have left and also lost property. Once a term we will advertise a uniform marketplace where parents can come and buy second hand uniform including jumpers, jackets and PE kits.

## **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 (if required)

Pupils are also expected to contact Deputy Headteacher Pastoral (Ms C Lazare) 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
- In good condition

Parents are also expected to contact Deputy Headteacher Pastoral (Ms C Lazare) 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 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 the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Deputy Headteacher Pastoral (Ms C Lazare)

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 every two years by Deputy Headteacher Pastoral (Ms C Lazare). At every review, it will be approved by the staffing and students governing committee

This policy is linked to our:

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