



**Kings**  
**Academy**

Believe and Succeed

# **School Uniform Policy**

Date Adopted: 23 January 2025

Date of Review: 23 January 2028

## **1. Aims**

1.1 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 Academy uniform

## **2. Our Academy's legal duties under the Equality Act 2010**

2.1 The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

2.2 To avoid discrimination, our Academy will:

- Avoid listing uniform items based on sex, to give all students the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure that our uniform costs are the same for all students
- Allow all students to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow students to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow students to wear headscarves and/or other religious garments
- Allow students 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 students or their parents/carers to get in touch with the school office, 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 Academy uniform**

3.1 Our Academy 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 uniform.

3.2 We understand that items with distinctive characteristics (such as branded items, or items that need to have an Academy logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents'/carers' ability to 'shop around' for a low price.

3.3 We will make sure our uniform:

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

### 3.4 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 and/or long-lasting items, such as ties
- Avoiding specific requirements for items students 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 Academy's uniform can function 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/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the monetary impact on parents/carers of any changes
- Consulting with parents/carers and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

## **4. Expectations for Academy uniform**

### **4.1 Our Academy's uniform**

- Please see below details of our uniform requirements for all year groups. The blazer, tie, skirt and sports kits are available from our uniform supplier. All other items may be purchased from our uniform supplier or high street stores.

	<b>Available only from Uniform Supplier</b>	<b>Available in High Street stores</b>
<b>Compulsory uniform</b>		
Navy Academy blazer with Academy logo	✓	
White formal shirt (pack of two)		✓
Mid grey formal school trousers (in-line with Kings' dress code)		✓
Academy house tie	✓	
Academy tartan skirt - knee length	✓	
Black tights or socks		✓
Plain black shoes (in-line with Kings' dress code)		✓

## Kings Academy – Sports Kit

	Available only from Uniform Supplier	Available in High Street stores
<b>Sports kit</b>		
Navy polo shirt with Sports Academy logo	✓	
Navy rugby shirt	✓	
Navy skort	✓	
Navy shorts	✓	
Navy sports socks	✓	
Navy ¼ zip top with Sports Academy logo	✓	
Training shoes (non-marking sole)		✓
Mouthguards		✓

## Kings Academy – Dress Code

### Coats

- A plain coloured outdoor coat may be worn over the Academy blazer, not denim or leather. Coats may be worn as an additional item of clothing but not instead of the Academy blazer

### Hoodies/Sweat Tops

- Hoodies and sweat tops can be worn to school under the Academy blazer but must be removed once on school site

### Blazer

- Navy with Academy logo. The blazer should be always worn whilst on the school site, or during a school trip or activity unless staff have given permission not to wear them

### Shirt

- Plain white formal shirt (long-sleeved or short-sleeved), with no fashion elements, and a button collar. The top button must be fastened, and shirt always tucked in



### Trousers/Skirt

- Mid grey formal school trousers, without any fashion elements and appropriate for an academic working environment. Trousers should cover the ankles and should not be 'skinny/tight fitting' or altered to make a 'skinny' trouser appearance. A plain black belt may be worn
- Academy tartan skirt which must be knee length



## Shoes

- Plain smart **black** shoes of a suitable design, that can be polished. Trainers, daps, sandals, open backed shoes, boots, high heels, platforms, canvas shoes of any kind, including sports shoe brands, are not acceptable. Shoes with branding/logos are not acceptable



## Socks and Tights

- Socks and Tights must be plain black

## Jewellery

- Students are not permitted to wear bracelets, necklaces or rings in the Academy
- Students may wear one small stud earring in each **earlobe**



One stud in each ear lobe may be worn. No other piercing is permitted. If a student comes to school with any other piercing, they must be taken out immediately.

Students may wear a watch. No other jewellery should be worn.

- No other facial piercing is allowed including **nose studs/rings, tongue piercing and piercing retainers.**
- Watches are permitted, although watches are not allowed in exams due to National Exam Board Regulations.

## **Makeup/Nail varnish/Hairstyles**

- If worn, makeup must be applied discreetly for a **natural look**. Nail varnish, including artificial nails, are not allowed. Makeup should not be brought into the Academy.
- **Extreme hairstyles** (including spiked or shaved heads) and brightly dyed colours are not allowed. Conventional hair colours or highlights are allowed e.g. black, brown or blonde.

If a student wears jewellery, other than items which are permitted, excessive makeup, hoodies/jumpers or the wrong school shoes, they will be asked to remove them and they will be confiscated until the end of the school day. Students wearing incorrect school uniform ie inappropriate school trousers or school shoes, will be asked to wear spare uniform we have here at the Academy.

### **4.2 Where to purchase it**

Kings Academy has a cohesive uniform policy and want its student to take pride in their appearance. All items of clothing should be marked with the student's name and be clean and neat.

- **Our uniform supplier for branded items is:**

Deane and Sons, Bath Street, Cheddar, BS27 3AA

Telephone: 01934 742530

There is also an online service at <http://www.deaneandsons.co.uk>

- The Academy does have a limited supply of second-hand uniform please contact the school office for more information

## **5. Expectations for our Academy community**

### **5.1 Students**

5.1.1 Students are expected to always wear the correct uniform (other than specified non-uniform days or at the discretion of the Headteacher during periods of extreme weather. Which will be communicated via Class Charts and a letter to parents/carers). while:

- On the Academy premises
- Travelling to and from our Academy
- At out-of-school events or on trips that are organised by the Academy, or where they are representing the Academy (if required). We will inform you if you do not need to wear Academy uniform when on an external trip or visit

5.1.2 Students are also expected to contact their Head of House if they want to request an amendment to the uniform policy in relation to their protected characteristics. This will then be approved by the Assistant Headteacher, Behaviour and Wellbeing.

## **5.2 Parents and carers**

5.2.1 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

5.2.2 Parents/carers are also expected to contact the Headteacher if they have concerns about the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

5.2.3 Disputes about the cost of the Academy uniform will be:

- Resolved locally
- Dealt with in accordance with our Trust complaints policy

## **5.3 Staff**

5.3.1 Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply but will follow up with the headteacher if the situation doesn't improve.

5.3.2 Ongoing breaches of our uniform policy will be dealt with in line with our behaviour policy.

5.3.3 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.

## **5.4 Local Partnership Board**

5.4.1 The Local Partnership Board will review this policy to make sure that it:

- Is appropriate for our Academy's context
- Is implemented fairly across the Academy
- Considers the views of parents/carers and students
- Offers a uniform that is appropriate, practical and safe for all students

5.4.2 The Board will also make sure that the Academy'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 five years