



The King's

CHURCH OF ENGLAND
SCHOOL KIDSGROVE

Learning with truth and love

POLICY

School Uniform

Date of approval:	June 2024
Policy Owner:	Assistant Principal: Behaviour & Relationships

The King's Academy has a pivotal role to play in every student's spiritual, moral, social and cultural development. Through our mission to ensure that every student learns with truth and love, we ensure that we support each student through the promotion of the Christian values of justice, grace, trust, thankfulness, aspiration and celebration (as identified, by students, staff and governors). This mission and these values underpin this policy and its related practices.

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Statement of intent

The King's Church of England Academy is committed to promoting equality and value for money, and to ensuring that no student is discriminated against due to their religion or belief, economic circumstances or social and cultural background – this policy contains provisions to meet these objectives.

This policy has been created with health and safety, value for money and practicality at its heart. It has been designed to ensure students wear clothing conducive to a successful learning environment.

It is important that our students feel a sense of belonging and community through a smart and practical uniform. We believe a uniform allows all students, regardless of background, to feel equal to their peers and confident in their appearance. We also believe it is important for activities to be facilitated by specialised and appropriate clothing such as sports-specific attire.

1. Legal framework

1.1. 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 General Data Protection Regulation
- Data Protection Act 2018

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

- DfE (2014) 'School Admissions Code'
- DfE (2013) 'School uniform'

1.3. This policy operates in conjunction with the following school policies:

- Behavioural Policy

2. Roles and responsibilities

2.1. The governing board is responsible for:

- Establishing, in consultation with the principal and school community, a practical and smart Academy uniform that accurately reflects the Academy's vision and values.
- Ensuring that equal opportunities are considered regarding the Academy's uniform and that no person is discriminated against.
- Listening to the opinions and wishes of parents, students and the wider school community regarding changes to the Academy's uniform.
- Ensuring that the Academy's uniform is accessible and affordable.

2.2. The principal is responsible for:

- Enforcing the Academy's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a student is in breach of the policy.

- Listening to the opinions and wishes of the school community in regard to the Academy's uniform and making appropriate recommendations to the governing board.
- Making exceptions for individual students as circumstances may dictate, e.g. for a student who has a broken arm and requires a loose fitting top.

2.3. Teachers are responsible for:

- Ensuring that students dress in accordance with this policy at all times.
- Disciplining students who are in breach of this policy.
- Ensuring that students understand why having a consistent and practical school uniform is important, e.g. school identity.

2.4. Parents are responsible for:

- Providing their children with the correct Academy uniform as detailed in this policy.
- Informing the Head of Year 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.

2.5. Students 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 Academy uniform is important to the school, e.g. school identity and community.

3. Cost and availability

- 3.1. In accordance with the School Admissions Code, the Academy ensures that the Academy's uniform policy does not discourage parents from applying for a place for their child.
- 3.2. The Academy 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 students, and that the best value for money is secured through reputable suppliers.

- 3.3. The Academy does not amend uniform requirements regularly and takes the views of parents and students into account when considering changes to school uniforms.
- 3.4. Where wholesale changes are required, the Academy ensures that assistance is provided to parents struggling to meet the associated costs.

4. Religious clothing

- 4.1. Some religions and beliefs require their members to conform to a specific dress code. The Academy does not discriminate against any religion or belief; however, the Academy weighs the needs and rights of individual students against the cohesion and health and safety concerns of the entire school community.
- 4.2. The Academy endeavours to allow religious requirements to be met where possible.
- 4.3. Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the principal and governing board.

5. Equality

- 5.1. The Academy is required to ensure that this policy does not discriminate unlawfully.
- 5.2. Every step has been taken to ensure that the cost of girls' and boys' uniforms are not disproportionate.

6. School uniform supplier

- 6.1. Our school uniform supplier is:
 - National Schoolwear Centres, Hanley
 - 97-101 Stafford Street, Hanley, Stoke on Trent, ST1 1LS
 - Tel: 01782 272991
 - Email: shop@nsc-hanley.co.uk

7. Non-compliance

- 7.1. Teachers are expected to discipline students for breaching this policy, in accordance with the Academy's Behavioural Policy.
- 7.2. Parents will be notified in all cases.

8. The uniform

8.1. The Academy uniform is as follows:

- Black blazer with Academy badge
- Academy tie
- White shirt/blouse that must be tucked in at all times
- Optional plain grey v-neck jumper (sweatshirts and hooded tops are not permitted and will be confiscated if worn in the Academy building)
- Black formal trousers
- School Skirt (to be worn with black tights)
- Black socks (to be worn with trousers)

8.2. Students who are wearing skirts must wear black tights that a minimum of 40 denier.

8.3. Skirts must be knee-length.

8.4. Black jeans or leggings are not permitted. Trousers must be a standard school wear / suit trouser. Canvas jeans, riveted pockets and fashion trousers such as 'skinny' jeans are not permitted.

8.5. Hats must be plain and only worn outside of the Academy building. Baseball caps are not permitted.

8.6. Coats must be taken off in the Academy building

8.7. Blazers must be worn at all times, unless permission has been given to remove.

8.8. Ties must be worn up to the top button.

8.9. The PE uniform are as follows:

- Academy PE top
- Academy PE shorts or skort
- Royal blue football socks
- Academy outdoor PE top
- Plain black sports leggings (optional)
- Plain black tracksuit bottoms (optional)

- Trainer must be different to normal school shoes and suitable for current activity.

8.10. Parents are responsible for ensuring their child brings their PE uniform to Academy when needed.

Summer Term

8.11. For the duration of the Summer Term, students wearing skirts may also wear black ankle socks as an alternative to tights.

9. Acceptable footwear

9.1. Acceptable Academy footwear for the student is a formal, black leather or faux leather shoe.

The following bullet points detail, as clearly as possible, what is not acceptable:

- The students Academy footwear cannot be a trainer or something that a person would reasonably interpret as being a trainer style.
- The students Academy footwear cannot have any form of branding, be that words or a logo, which a person would reasonably interpret as marking it out as a trainer. Common examples include, but are not limited to Nike, Adidas, Lacoste, Puma, etc
- The students Academy footwear cannot have designer branding.
- The students Academy footwear cannot be a pair of boots
- The Academy footwear cannot be made of canvas or similar material
- The students footwear cannot have a significant heel

10. Jewellery

10.1. The only permitted jewellery that may be worn is:

- One pair of stud earrings – no other piercings are permitted.
- A sensible wrist watch.

- 10.2. Jewellery is the responsibility of the student and not the Academy. Lost or damaged items will not be refunded or replaced.
- 10.3. Nose studs/rings, bracelets and necklaces are not permitted.
- 10.4. Where students repeatedly wear excessive jewellery, it can be confiscated by members of staff.
- 10.5. All jewellery must be removed during practical lessons, e.g. during PE lessons and science experiments.

11. School bag

- 11.1. Students must use an appropriately sized waterproof bag to carry their books and equipment. It should hold A4-sized work books comfortably without causing any damage.
- 11.2. Fashion handbags are not permitted.
- 11.3. Academy bags featuring inappropriate images, slogans or phrases are not permitted.
- 11.4. The Academy encourages students to bring non-valuable bags to school. The Academy will not be liable for lost or damaged school bags.

12. Hairstyles

- 12.1. The Academy reserves the right to make a judgement on the suitability of students' hair and appearance.
- 12.2. Hair must be appropriately cut for school and in keeping with the student's original and natural colour.
- 12.3. Hair must not be dyed a differing colour, dip dyed or balayage.
- 12.4. Hairstyles, such as mohawks, patterned, stepped or brightly coloured hair, are unacceptable.
- 12.5. Students with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk.
- 12.6. Hair should be no shorter than a grade 2 (7mm).
- 12.7. Long hair must be tied up during practical lessons, e.g. during PE.
- 12.8. Bandana style headbands and flowers/bows or excessive hair accessories are not to be worn; however, plain hair clips or bands are acceptable.
- 12.9. Hair extensions are not permitted.

13. Make-up

- 13.1. False nails and nail extensions are not permitted.
- 13.2. Only clear nail varnish may be worn.
- 13.3. Subtle make up only is permitted.
- 13.4. Make up must not be excessive.
- 13.5. Fake eyelashes are not permitted.
- 13.6. Fake tan is not permitted.
- 13.7. There may be exceptions to the above in extreme circumstances, at the principal's discretion, e.g. a student may be permitted to cover heavy scarring/skin damage.

14. Labelling

- 14.1. All students' clothing and footwear is clearly labelled with their name.
- 14.2. Any lost clothing is be taken to the lost property box in the Academy office. All lost property is retained for one week and is disposed of if it is not collected within this time.