



# Westgate Academy

## Uniform Policy

**Date approved by Governors: July 2021**

**Date for review: July 2023**

### Introduction

Westgate Academy believes that a consistent school uniform supports the promotion of high expectations, both in teaching and learning, as well as attitude and behaviour.

Uniform is compulsory.

Westgate Academy strongly believes that a uniform contributes to its ethos and sets an appropriate tone by:

- instilling pride and a true sense of belonging,
- supporting positive behaviour and discipline,
- encouraging identity with, and support for our Academy ethos and values: through instilling excellence, respect, teamwork, positivity and self-belief
- ensuring that pupils of all races and backgrounds feel welcome
- protecting pupils from social pressures to dress in particular ways
- nurturing cohesion and promoting good relations between pupils
- providing additional security, in that intruders within the Academy can be identified that much easier

We believe this policy should be a working document that is fit for purpose, represents the school ethos, enables consistency and quality across the school and is related to the following legislation:

- Health and Safety at Work Act 1974
- Education Reform Act 1988
- Education Act 1996
- School Standards and Framework Act 1998
- Human Rights Act 1998
- Learning and Skills Act 2000
- Special Educational Needs and Disability Act 2001
- Equality Act 2010
- Education Act 2011

The following documentation is also related to this policy:

- Equality Act 2010: Advice for Schools (DfE)
- School Uniform in Multiracial Schools (NFER)
- School Uniform Guidance (DfE)

We acknowledge that we have an obligation under the Human Rights Act 1998 to protect and to accommodate the rights of individuals to display their religious or cultural dress. Any request based on social or cultural grounds for pupils to wear other items of clothing, other than or in addition to the specified school uniform, will be considered.

We are aware that a greater number of pupils are questioning their gender identity than in the past. Therefore, we are introducing a gender neutral uniform which will cater for those pupils who do not match clothing to gender as well as those who do.

We believe we have a moral duty to keep costs low for parents. Therefore, we will ensure that our school uniform is affordable, provides best value and that it will be sustainably sourced. As we appreciate that uniform is a financial commitment, we also deem it our moral duty to support families who may face financial difficulties when looking to obtain uniform.

We will consult with parents/carers, pupils and school personnel in order to gauge their views regarding any changes to the present school uniform. Parents and pupils will be informed well in advance of any changes to this policy coming into effect.

We believe that any pupil that breaches this policy will be disciplined. Parents will be informed of any breaches of uniform policy and there will be sanctions/ consequences put in place for persistent and repeated breaches.

We, as a school community, have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that is connected with this policy.

### **Aims**

- To ensure pupils wear school uniform in order to support positive behaviour and discipline, to develop the school ethos and to support effective teaching and learning.
- To ensure compliance with all relevant legislation connected to this policy.

### **Responsibility for the Policy and Procedure**

#### **Role of the Governing Body**

The Governing Body has:

- delegated to the Head teacher the responsibility of implementing and maintaining this policy;
- delegated powers and responsibilities to the Head teacher to ensure all school personnel and visitors to the school are aware of and comply with this policy;
- responsibility for ensuring that the school complies with all equalities legislation;
- an Equalities governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- responsibility for ensuring funding is in place to support this policy;
- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- responsibility for ensuring all policies are made available to parents;
- the responsibility of involving the School Council in:
  - determining this policy with the Governing Body;
  - discussing improvements to this policy during the school year;
  - reviewing the effectiveness of this policy with the Governing Body
- responsibility for the effective implementation, monitoring and evaluation of this policy.

#### **Role of the Headteacher**

The Headteacher will:

- delegate responsibility on its endorsement to the Senior Leadership Team;
- ensure all school personnel, pupils and parents are aware of and comply with this policy;
- ask all staff to report any pupil who does not comply with this policy;
- write to parents of pupils abusing this policy asking for their support before any further sanctions are imposed
- impose sanctions for non-compliance with school uniform;
- process any complaints received in the appropriate way as stated in the school's complaints policy;
- report to the Governing Body the number of pupils who abuse this policy;
- make effective use of relevant research and information to improve this policy;
- work closely with the governors;
- provide leadership and vision in respect of equality;
- monitor the effectiveness of this policy by speaking with pupils, school personnel, parents and governors;
- regularly report to the Governing Body on the success and development of this policy.

## **Role of Pupils**

Pupils will:

- be aware of and comply with this policy by wearing correct uniform;
- be polite and well behaved at all times;
- show consideration to others;
- obey all health and safety regulations in all areas of the school;
- co-sign and abide by the Home School Agreement;
- liaise with the school council about any improvements to this policy;
- take part in questionnaires and surveys

## **Role of Parents/Carers**

Parents/carers will:

- be aware of and comply with this policy by ensuring their children wear school uniform at all times;
- be contacted if their child is not wearing the correct uniform;
- ensure that their child's uniform is clean and in good repair;
- support the school Code of Conduct and guidance necessary to ensure smooth running of the school;
- be asked to take part periodic surveys.

## **School Uniform**

The chosen uniform for pupils attending Westgate Academy, on non-PE days, has been identified as;

- Grey or Black skirt/ trousers/shorts;
- Red polo shirt, either plain or Westgate logoed;
- Navy blue sweatshirt or jumper, either plain or Westgate logoed;
- Red and white or blue and white gingham summer dress
- White, grey, or black socks/tights
- Sensible, low heeled flat black shoes

## **PE Uniform**

The chosen PE uniform for pupils attending Westgate Academy, on PE days, has been identified as;

- Navy blue hoodie/navy blue fleece;
- Navy blue crew neck T-shirt, either plain or Westgate logoed;
- Black shorts or black tracksuit bottoms;
- Trainers.

## **Jewellery**

Having given due consideration to health and safety issues and the possible risks of bullying and harassment due to the wearing of jewellery, children may wear a single ear stud in each ear. A suitable watch may also be worn.

No other jewellery may be worn. No body piercing jewellery is allowed.

Ear studs must be removed or covered by a plaster for health and safety reasons during PE lessons.

## **Hairstyles**

Hair must be styled in an appropriate manner that is acceptable to Westgate Academy. The final decision rests with the Head teacher of Westgate Academy over what is considered to be an extreme hairstyle but tramlines and Mohicans are not permitted.

Hair must also not be dyed.

The Academy has a right to expect that long hair can be safely tied back for work in school for Science lessons if appropriate, or in any other areas where health and safety considerations must take priority.

## **Make-Up**

No 'Make Up' is allowed.

## **Sanctions**

Sanctions that may be meted out for non-compliance with school uniform are as follows:

- First offence – reminded of appearance policy
- Second offence – warning
- Third offence - parent meeting regarding concerns with uniform
- Fourth offence and subsequent offences - a warning to parents that the child may not be admitted to school and sent home to change followed by this action if non-compliance continues.

We will be sympathetic to any “reasonable/understandable/explained” short-term temporary lapse. Where appropriate, our Academy will help remedy a breach of uniform for that specific day by for example providing some black plimsolls or shoes instead of trainers, although pupils may in certain circumstances be asked to go home briefly to remedy a breach of the policy. This will be treated as an authorised absence.

Westgate Academy recognises there may be other underlying reasons as to why a student is not wearing correct uniform. If a uniform is lost, stolen or damaged or if a parent is having financial difficulties, it is important that we are made aware of such circumstances so that due consideration can be given to what has happened. Such matters will of course be treated with due discretion.

## **Complaints**

We have in place clear procedures to deal with any complaint made against the school or individuals connected with it. We take any complaint seriously and we deal with them professionally following set procedures.

## **Raising Awareness of this Policy**

We will raise awareness of this policy via:

- the school website
- the Staff Handbook
- meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops
- school events
- meetings with school personnel
- communications with home such as the monthly newsletters
- reports such as annual report to parents and Head teacher reports to the Governing Body
- information displays in the main school entrance

## **Training**

All school personnel:

- have equal chances of training, career development and promotion
- receive training on this policy on induction
- receive periodic training so that they are kept up to date with new information
- receive equal opportunities training on induction in order to improve their understanding of the Equality Act 2010 and its implications

## **Equality Impact Assessment**

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

**Monitoring the Implementation and Effectiveness of the Policy**

The practical application of this policy will be reviewed every two years or when the need arises by the Head teacher, SLT and the governors.

A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented to the Governing Body for further discussion and endorsement.