



UNIFORM POLICY

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Review Frequency – 1 Year

Review Date – July 2025

Person responsible for the Policy – Vice Principal Pastoral

Ratified by Governors – December 2024

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Introduction

Our policy is that all children should wear clothing that is in keeping with a purposeful learning ethos. We also believe that certain school activities are facilitated by specialised and appropriate clothing (including organised events outside normal school hours).

Aims

Our policy is based on DfE guidelines and also the belief that a school uniform:

- promotes a sense of pride in the school
- engenders a feeling of belonging
- is practical and distinctive
- identifies the children with the school
- is not distracting in class (as fashion clothing might be)
- makes children feel equal to one another in terms of appearance
- reflects the sense both of community and of diversity that the school takes pride in
- is regarded as suitable, and good value for money, by most parents
- reduces opportunities for bullying to occur

Equalities

All children have equal access to wearing school uniform regardless of their culture, race, religion, gender, disability or ability. We ensure that the set uniform respects other policies such as Equalities and allows for individual sets of circumstances of all groups and individuals. Northampton Academy is committed to creating a positive climate that will enable everyone to work free from racial intimidation and harassment and to achieve their full potential.

Although our Uniform policy does not explicitly detail gender neutral and non-binary uniform options, there is flexibility, and we will discuss your child's needs on a case by case basis, please do contact the school to discuss this further.

Uniform Expectations – Year 7 - 11

All Students

- Plain blue Northampton Academy blazer with Logo (available from SWI). Blazer to be worn at all times unless given permission by staff to remove
- Plain white shirts, short or long sleeved. Polo-type shirts are not permitted.
- Students may not wear visible t-shirts underneath their shirts.
- Northampton Academy jumper (optional)
- Shirts must be buttoned up to the collar and tucked into trousers.



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- Shirt collars must be worn turned down.
- **Clip on Northampton Academy tie in the appropriate year group colour.
- Black formal **POLISHABLE** shoes. No trainers or trainer style shoes (Sports brands are not allowed). **NO PATENT LEATHER.** No boots can be worn in school that go above the ankle.
- Outdoor coats without any large emblems
- The Academy does not have any seasonal uniform adaptations throughout the year
- *Plain black trousers - **Signature classic black trousers (similar style as our supplier SWI should be worn).**
No lycra or stretchy cotton/Jersey material
- *Plain loose legged, tailored black trousers - **Signature classic trousers (similar style as our supplier SWI should be worn).**
No flares, skinny or ribbed trousers are accepted. No Lycra or stretchy/ Cotton material or leggings style trousers.
- *Plain black skirt worn no shorter than knee length (Top of the kneecap) – **Straight or A-line straight skirt (similar style as our supplier SWI should be worn).**
No lycra or stretchy cotton/Jersey material skirts.
- Plain black belt. No big buckles.
- Black socks
- Ankle or below the knee plain black socks
- Plain black tights
- Hijabs must be plain navy or black with no other colour or decoration

Correct Shoes



Incorrect Shoes



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Other Correct Shoes



Kickers Lace Up Shoe

Other Incorrect Shoes



Kickers Low top Trainers



Patent Hi Ankle Kickers

Please note: If parents/carers are unsure as to whether a particular style will be accepted, they must send a picture of the shoe to the school before purchasing.

Correct Skirts



Incorrect Skirts



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Other Correct Trousers



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Other Incorrect Trousers



***Please note – trousers/skirts can be purchased from other suppliers/outlets but must be of similar style as above**

***** Please note that skirts and trousers must not be of a stretchy material and tight fitting**

**** Please note that the same colour tie will be worn from Year 7 through to Year 11. This does not change each year**

A bag is required for carrying books. This should be able to comfortably fit an A4 folder.

Uniform checks are conducted every morning at the student gate and throughout the day by staff.

The actions for students not wearing the correct uniform

If for any reason a student is unable to wear full Academy uniform, the following procedure will happen:

Either:

- Students will be offered to wear the uniform that is provided by the Academy Boot Room and return the item of uniform at the end of the day.
- The student's parent/carer will be contacted to bring the missing uniform to the Academy, or authorise the student to return home to collect it. Please note If the student does not return within the allocated time agreed then their attendance mark will be recorded as truancy.

If we cannot contact the parent/carer or any other of the named contacts, and the student refuses to borrow uniform from the boot room then they will be placed into Internal Reflection for the day until 3:15pm, or 4pm if they then fail Internal reflection. Refusal to go to I.R will result in a Fixed Term Exclusion for non-compliance with Academy rules. **Students will not be issued any items of uniform that is not the correct sizing for the student**



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who needs to borrow, they will have to go to Internal Reflection if an appropriate size is not available. This includes: shoes, trousers, blazers , shirts and skirts.

We will contact the parent/carer to discuss when the issue can be resolved and come to an agreed timeframe with support offered where required.

Full uniform is expected to be worn when students walk to and from the Academy at the start and end of each school day. Staff on duty before and after school will challenge any students breaching these rules as they enter/leave the Academy site.

Academy Equipment

Equipment is also an important part of the school day and as such the requirements are:

Essential Equipment:

- 1 pencil case
- 2 blue or black ink pens to write with
- 1 pencil
- 1 pencil sharpener
- 1 rubber
- 1 ruler
- 1 scientific calculator

Additional helpful equipment includes:

Helpful Equipment:

- 1 small glue-stick
- 1 wipe-able felt tip to use on their mini-whiteboard
- 1 protractor
- 1 compass
- 1 set of colouring pencils
- 1 red pen for peer-assessment
- 1 purple pen for editing work
- 1 set of highlighter

PE Kit

Years 9 -11 PE kit (students may purchase the new PE kit immediately and are expected to purchase the new PE kit when replacing – see Year 7 & 8 PE kit below)



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- Academy White polo T-shirt with school logo
- Academy Navy shorts or tracksuit bottoms
- Academy Rugby shirt
- For PE lessons, students should have non-marking trainers for indoor sport and either studs or blades for grass pitch sport.

Northampton Academy PE kit	
<ul style="list-style-type: none"> • Non marking Trainers for indoor sports • Studs/blades for grass pitch sports • APTUS Short sleeve PE top • APTUS 1/4 zip long sleeve training top • APTUS football short • APTUS technical rugby shirt • APTUS training pant • BMB high performance contrast sports socks 	<ul style="list-style-type: none"> • Non marking Trainers for indoor sports • Studs/blades for grass pitch sports • APTUS short sleeve PE top • APTUS long sleeve full zip training top • APTUS football shirt • APTUS female skort • APTUS technical rugby shirt • APTUS training pant • BMB high performance contrast sports socks

***We also recommend students wear shin pads for Football and a mouthguard for Rugby.**

Any other items of sportswear which is not Northampton Academy is not acceptable to wear for PE lessons.

PE policy:

- Students will be given kit from PE supplies to borrow if they do not bring kit.
- Sanctions will be imposed by the PE departments for students who persistently fail to bring kit to school.
- Students who are unable to participate in PE for medical reasons must bring a note but they are still required to bring their kit and change as they can assist with other elements of the lesson.
- No jewellery may be worn during PE.
- Students will always be asked to take earrings out for PE and still participate.
- Students are also expected to wear their hair tied back in order to follow health and safety regulations for the subject.
- We are mindful that students may need to bring belongings into school of which they do not wish to leave in the changing rooms. Therefore, we have provided safes in each changing room that are locked every lesson. It is a student's responsibility to use the safes appropriately.

Jewellery Expectations



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- Students are permitted 1 **stud** in each ear lobe only. No hoop earrings are allowed.
- A watch is permitted (a smart watch is not allowed)
- One bracelet is permitted per wrist. No charm bracelets are allowed- please see below examples of bracelets that are not accepted.

Please be aware that this is not a comprehensive list, and the Academy reserves the right to determine whether a bracelet is appropriate.



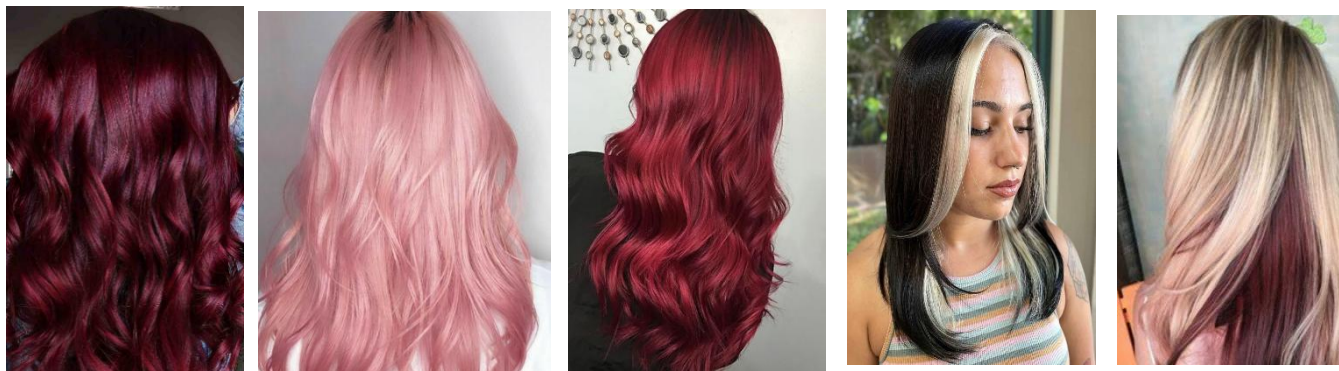
- No other jewellery may be worn to school, including necklaces, rings and facial piercings of any kind (e.g. lip/nose/tongue/eyelid).

Nails/ Make Up Expectations

- Only Minimal make up is allowed- Natural looking only. Excessive make up will be asked to be removed.
- No nail varnish, nail extensions or acrylic/Gel nails are allowed.
- Fake eyes lashes are not allowed.

Hair Expectations

- Hairstyles should be of a **single natural** colour only. These are examples of hair colours that are not allowed.



- Any hair clips or beads or braid loops should be simple and plainly coloured (Not contrasting to natural hair).
- Threading is permitted if in one natural simple plain colour (please check with Learning Manager before putting in).

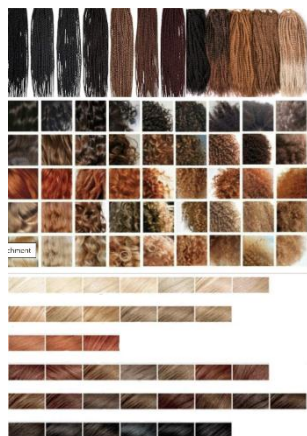


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At Northampton academy we celebrate textured and Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps. In this school, we recognise and celebrate our pupils and teacher's identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on an students ability to succeed.

- Examples of Hair colours accepted:



Banned Items

All our students must be safe and have high standards of dress at all times. For these reasons, the following items are not permitted and should not be worn or bought to the academy. All staff will confiscate such items consistently.

- Hoodies
- Denim jackets
- Coats with inappropriate logos or large logos
- Any type of hat or cap
- Bandanas, headbands and combs
- Tattoos including henna tattoos (Unless a religious celebration)
- Chewing gum
- Energy drinks /Fizzy Drinks/Sports Drinks.
- Drinks in glass bottles
- Laser pens
- Sunglasses
- Smart Watch/Apple watch. This will be confiscated as per mobile phone policy.

Failure to adhere to the uniform policy may result in a student being place in Internal Reflection while their parent/carer is contacted.



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Confiscated Items

Items taken from students during the school day are usually returned at the end of the day. However, where a student persistently brings/uses banned items during school hours, parents may be requested to come to collect the item.

This does not include Mobile phones, electronic devices (including iWatches) or earphones in which we follow our 'See it, Hear it, Take it' protocol.

Unclaimed items are sent to lost property in the reception area at each half term

Lost Property

All clothing should be marked with the student's name. There is a lost property claim at the end of each half term. Items not collected will be disposed of. Unclaimed uniform items will be donated to the school uniform boot room.

Role of the Class Teachers and Support Staff

- To ensure that students are in correct uniform and challenge any infringements. Sanction accordingly.
- The Form tutor will speak to children who do not wear the correct uniform during registration. They are to be referred to their Learning Manager and sanctioned as per behaviour policy for repeated offences.
- Teachers will check uniform upon entry/exit from every lesson and ensure it is appropriate.

Role of the Learning Managers

- The Learning Manager is to ensure that pupils comply with the uniform policy agreed by the governing body.
- The Learning Manager has a duty to enforce the school uniform throughout the school community, as part of the duty within maintenance of day to day discipline in the school.
- The Learning Manager will speak to the parents of children who persistently do not wear the correct uniform.
- The school will follow the DfE guidelines and not consider exclusion from the school where a pupil fails to comply with the school's rules on uniform.

Role of the Parents/Guardians

- To ensure that their child / children adhere to the school's uniform policy.
- Ensure that they come to school in uniform everyday unless there are special circumstances such as non-uniform days.
- To ensure that they have all equipment for the day.
- To support the school in sanctioning students as per policy

We strongly encourage all parents and carers to permanently label their child's uniform with their name



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Complaints Procedure

Any parents/carers who wish to make a complaint regarding the uniform can do so by following our complaints policy on the website. The Governing body may get involved in particular cases if a satisfactory outcome is still not reached with the intervention of the Principal.

Linked Policies:

- Behaviour for Learning Policy



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Equality Impact Assessment

We have a duty to consider the impact of changes on groups with Protected Characteristics (race, disability, age, sex, sexual orientation, religion or belief, gender reassignment, pregnancy and maternity, marriage and civil partnership). An EIA needs to consider:

- *Would the change impact differentially on pupils/ staff with protected characteristics? Positively or negatively?*
- *How do I know that?*
- *What could I do to mitigate any differential or negative impact?*
- *Is this still the right thing to do?*

WHAT ARE THE OVERALL AIMS OF THE CHANGE? WHY ARE YOU PROPOSING IT?	The aim of this policy is to provide a framework to ensure that the policy has the procedures and guidelines in place to ensure that all stakeholders are fully supported.
GIVEN THE AIMS OF YOUR PROPOSAL WHAT ISSUES DOES YOUR DATA/ INFORMATION HIGHLIGHT?	Everybody is included within this policy, and all groups are given equability in regard to their needs and provisions.
HOW COULD THE PROPOSED CHANGE IMPACT POSITIVELY/ NEGATIVELY ON GROUPS WITH PROTECTED CHARACTERISTICS?	This has a positive impact on all groups with protected characteristics as they are ensured equal treatment and provision based on their needs. Risk assessments may be carried out to ensure that this is the case and provisions maybe altered to accommodate specific needs.
WHAT ACTIONS WILL YOU TAKE TO MITIGATE ANY NEGATIVE IMPACT?	No negative impact to having this policy
IS ANY POTENTIAL NEGATIVE IMPACT JUSTIFIED IN LIGHT OF THE WIDER BENEFITS OF THE PROPOSAL?	No negative impact to having this policy
RECORDING FINAL DECISION	This policy will go to governors for approval

Incorporate any actions identified into overall academy level strategic/ action plans, as appropriate.



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