



UNIFORM POLICY

Date of Last Review – January 2021

Review Frequency – 1 Year

Review Date – September 2021

Person responsible for the Policy – N Haig

Ratified by Governors - January 2021

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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

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.
- Shirt collars must be worn turned down.
- **Clip on Northampton Academy tie in the appropriate year group colour.
From September 2020 these are: Year 7 – Purple, Year 8 – Red Year 9 – Yellow, Year 10 - Gree, Year 11 – Blue
- Black formal **POLISHABLE** shoes. No trainers or trainer style shoe. **NO PATENT LEATHER. No boots.**
- Outdoor coats without any large emblems and with no ‘hoodie’ style inserts

Boys



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- *Plain black trousers - **Signature boys classic black trousers (similar style as our supplier SWI should be worn).**
- Plain black belt. No big buckles.
- Black socks

Girls

- *Plain black skirt worn no shorter than knee length – **Straight or A-line straight skirt (similar style as our supplier SWI should be worn). No lycra skirts or similar materials are allowed.**
- *Plain loose legged, boot cut, black trousers - **Signature girls classic trousers (similar style as our supplier SWI should be worn).**
- Ankle or below the knee plain black socks
- Plain black tights
- Hijabs must be plain navy or black with no other colour or decoration

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

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

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

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.

Student with shirts untucked will be given a 45 min sanction

The actions for students not wearing the correct uniform

If for any reason a student is unable to wear full Academy uniform, they will have to wear the uniform that is provided by the Academy and return the item of uniform at the end of the day if parent/carer cannot be contacted. **If they refuse then they will be placed into IE for the day until 4.15pm. Refusal to go to IE will result in a FTE for non-compliance with Academy rules. Students will not be issued any items of uniform that is not the correcting sizing for the student who needs to borrow. This includes: shoes, trousers, blazers , shirts and dresses.**



We will contact the parent/carer to discuss when the issue can be resolved. If this requirement is not met, then the student's parent/carer will be contacted to bring the missing uniform to the Academy, or authorize the student to return home to collect it. 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, then we will isolate students for the school day until we are contacted.

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:

The following items are compulsory:

- Suitable School bag (to hold A4 books and folders)
- Pencil case
- Reading book
- Black or blue pen (at least two)
- Pencils
- Rubber
- Ruler
- Calculator
- Water bottle (recommended, not compulsory)

The above items are part of the School uniform. If these are not brought into school then the student may be sanctioned. Not having the correct equipment impacts the learning of others. A 15 min sanction may be applied by Form tutors for not having the correct equipment. This will be escalated to 45 SLT sanction if equipment is consistently forgotten.

Additional desirable equipment includes:

- Coloured pencils
- Compass and protractor
- Glue stick



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)

- 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.

Year 7 & 8 PE kit

Boys	Girls
<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 Female short sleeve PE top • APTUS Female long sleeve full zip training top • APTUS football short • 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.

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.

- No jewelry may be worn to school, including facial piercings of any kind (e.g. lip/nose/tongue/eyelid etc). Students are permitted 1 plain stud in each **ear lobe only**
- Hairstyles should be sensible. This means no 'pattern cuts', shaved, or excessively colored hair (Natural color only). No inappropriate styles allowed. No dip dyes (ombre styles) are allowed.
- No different colored extensions are allowed (either braided or dyed) and must be close in color to the natural hair color of the students. The colors cannot be contrasting colors.
- Any hair clips or beads or braid loops should be simple and plainly colored
- No lycra fitted skirts-see above
- Threading is permitted if in simple plain color (please check with Learning Manager before putting in)
- Hoodies
- No boots can be worn in school that go above the ankle.
- Denim jackets
- Coats with inappropriate logos
- Any type of hat or cap
- Bandanas, headbands and combs
- Make up
- Nail varnish and or nail extensions
- Fake eyes lashes
- Tattoos including henna tattoos
- Chewing gum
- Energy drinks
- Drinks in glass bottles
- Laser pens

Failure to adhere to the uniform policy may result in isolation with parent/carer contacted.



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 morning registration. They will also sanction accordingly. 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. Students will be sanctioned if uniform infringement.
- Teachers will also sanction any students outside of lessons with uniform infringement

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

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 School 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 for those affected, and we will discuss your child's needs on a case by case basis, please do contact the school to discuss this further.

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.

