



KIRK HALLAM
COMMUNITY ACADEMY

Uniform Standards

Kirk Hallam Community Academy



Approved by: TILT

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Introduction

Our mission is to create transformational schools that belong to their communities and where all pupils and staff achieve more than they thought possible. Our uniform expectations directly match to this; we have incredibly ambitious standards. The uniform is designed to be a visual representation of the school culture, it

effectively supports a safe and purposeful climate for learning. Our expectation is that all children and young people will adhere to our high standards of uniform at all times. Our schools will always present uniform policy as not being gender specific.

Contents

Introduction	1
1. Aims	2
2. Our school's legal duties under the Equality Act 2010	2
3. Limiting the cost of school uniform	3
4. Expectations for school uniform	3
4.1 Secondary School	3
4.2 Post-16.....	4
4.3 Our school's uniform – The Specifics	5
4.4 Where to purchase it	7
5. Expectations for our school community.....	7
5.1 Parents and carers	7
6. Staff.....	8
7. Governors.....	8
8. Links to other policies.....	8
Appendix 1: Average cost of uniform per pupil.....	9

1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is at a 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 school uniform

2. Our school's legal duties under the Equality Act 2010

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all pupils 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 the same for all pupils
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back in relation to a Health and Safety requirement)
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols

- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with their Head of Year, who can answer questions about the policy and respond to any requests.

3. Limiting the cost of school uniform

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education on the cost of school uniform.

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

We will make sure our uniform:

- Is available at a reasonable cost, this is demonstrated in the costing grid at Appendix 1
- Provides the best value for money for parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting the number of items with distinctive characteristics where possible.
- We limit items with distinctive characteristics to low-cost or long-lasting items, our ties are an example of this
- Avoiding specific requirements for items pupils 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 school's uniform can act as a social leveler
- Avoiding different uniform requirements for different year groups or classes
- 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 to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy
- Parents experiencing financial hardship should contact their child's Head of Year, who will be able to discuss the options that could be available

4. Expectations for school uniform

Trust Uniform and dress code principles

The Trust requires all students to always wear the correct uniform (other than specified non-school uniform days) while:

- On the school premises
- Travelling to and from school
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

School staff are expected to ensure that the exacting standards of uniform are always maintained.

4.1 Secondary School

We regard the uniform as a practical, distinguishing feature that helps pupils to feel part of the school and gives a formal appearance. It is the expectation that all pupils wear the uniform based on the principles set out below. Pupils are expected to contact their Head of Year if they want to request an amendment to the uniform policy in relation to their protected characteristics.

The school requires all pupils to always wear the correct uniform as a minimum this is (other than specified non-school uniform days):

- Blazer with school badge
- School tie (correctly worn)
- Black or grey skirt (Knee length) straight or pleated not tight-fitting stretchy tube skirts
- Black trousers these should be properly tailored cloth trousers, no leggings, jeggings or cropped trousers
- Black shoes (heels must not be over 2 inches in height) no trainers allowed.
- A white shirt with collar (not a polo shirt)
- A V-necked jumper (optional)

In addition to the above guidelines the following principles should also be adhered to as a minimum standard.

- Pupils should change into the schools designated PE kit when undertaking PE lessons. Trainers only need to be brought into school for use in PE or for Sports activities
- Pupils should not wear jewellery except for a watch and one small stud or sleeper per ear (no other body studs to be worn) no facial piercings
- Hairstyles should be neat and presentable – natural hair colours only
- Hats must not be worn in and around the school buildings
- No denim should be worn in school
- Shirts must be always tucked in
- Make-up should be minimal and natural; staff have the right to challenge inappropriate or overtly obvious make up applications. Make-up includes nails (colour and length), eyelashes, eyebrows, and foundation – this list is not exhaustive.

4.2 Post-16

As senior members of the student body, Post-16 students are not expected to wear a uniform. As a rule, however, students should be dressed in a manner that would be suitable for office work.



KIRK HALLAM

Kirk Hallam Community Academy

School Uniform



Students MUST wear**Students must NOT wear****Shirt**

Plain white shirt with stiff collar, buttoned to the neck and tucked in (can be short or long sleeved).

Polo shirts.
T-shirts.
Patterned, coloured or T-shirts with logos, worn underneath the school shirt.
Shirt with collar worn without the tie.

Trousers

Plain black trousers made from tailored material.

Skinny or tight trousers.
Jean or denim material.
Cropped trousers.
Embellishments or adornments.
Leggings or jeggings.

Skirts

Option 1: Kirk Hallam Community Academy School Skirt
Option 2: Knee length stitched down pleated skirt

Any other skirt.

[Click here for permitted Skirt Styles](#)

The skirt must be:

- Tailored material
- Black
- Pleated
- Knee length

Blazer and Tie

Kirk Hallam Community Academy branded blazer and tie worn at all times.

No blazer or tie.
A hooded top or sweatshirt worn under the blazer.

Tight and Socks

Plain black tights and socks.

Coloured tights or socks.

Coats and Outerwear

A plain sensible coat that can be worn over the blazer.

Hooded tops, sweatshirts or jumpers.

Footwear

Plain black formal leather shoes with a stepped heel:
[Click here for Shoe Styles](#)

Trainers or trainer styled footwear.
Pumps.
Shoes with indiscreet logos.

Students MUST wear

Students must NOT wear

School bag

A bag suitable in size to carry books and equipment.

Bags too small to carry necessary books and equipment.

Appearance

Watch.

One pair of small studs.

Sensible hair styles.

Any facial or body piercings.

False or acrylic nails.

Unnatural nail colours.

Unnatural hair colours.

Unconventional hair styles.

Excessive make up.

False eyelashes.

4.4 Where to purchase it

Blazers can be purchased online from: [Kirk Hallam Community Academy — Uniform at Just-Schoolwear.co.uk](https://www.kirkhallamcommunityacademy.co.uk/uniform-at-just-schoolwear.co.uk)

Additional items of uniform can be purchased from parent's choice of retailers including local supermarkets and high-street retailers.

Our year 11s are encouraged to donate uniform after they leave the academy and this is laundered and available as seconds for students. There is an active social media uniform swap group in the local Kirk Hallam community.

5. Expectations for our school community

5.1 Parents and carers

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

Parents are also expected to contact their child's Head of Year if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics

Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

6. Staff

Staff will closely monitor pupils to make sure they are in correct uniform. If a pupil arrives in the wrong uniform schools will work with the pupil and the family to resolve these issues immediately. This may include isolating the pupil until the uniform issues have been resolved. Non-compliance will result in an escalation of sanctions.

Breaches of our uniform policy which includes shirts being untucked will be sanctioned by using a child's Character Card.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation. It is expected that schools will hold a stock of uniform.

7. Governors

The governing body will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The board will also make sure that the school'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 5 years.

8. Links to other policies

This policy is linked to our:

- Behaviour policy
- Safeguarding policy
- Educational Trips and Visits
- Anti-bullying policy
- Complaints policy

Appendix 1: Average cost of uniform per pupil

UNIFORM ITEM	BRANDED?	COST PER ITEM (£)	# OF ITEMS PER PUPIL (SUGGESTED)	TOTAL COST (£)
Blazer	Yes	£32.50-£38.50	1	£38.50
Shirt	No	£3 2 pack	2	£3
Trousers	No	£10 2 pack	2	£10
Skirt	No	£7 2 pack	2	£7
Black shoes	No	£18	1	£18
Plain black shorts for PE	No	£4 2 pack	1	£2
Plain black jogging bottoms or leggings for PE	No	£10 2 pack	1	£5
Plain white t-shirt for PE	No	£2 2 pack	1	£1
Plain black round neck jumper for PE	No	£6	1	£6

- Based on supplier Just Schoolwear for Blazer, and George @ Asda supermarket for other items. Aged 14-15 clothing and size 6 shoe.

Total cost for students who wear a either skirt or a pair of trousers – even though the policy doesn't list items by sex, we have still considered the different cost implications for pupils based on traditional notions of sex. Additional costs due to religious beliefs has also been considered.

TOTAL COST if a skirt is worn	£80.50
TOTAL COST if trousers are worn	£83.50
ADDITIONAL COSTS (DUE TO RELIGIOUS BELIEFS)	Hijab – plain black (The Schoolwear Company) - £8.99

