



Heath Lane Academy

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Part of United Learning

Uniform Policy 2023/24

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Heath Lane Academy

Uniform Policy

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1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is of 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)
- 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 the Assistant Principal, 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 an affordable price.

We will make sure our uniform:

- Is available at a reasonable cost
- 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 items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats and bags.
- 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
- Avoiding different uniform requirements for extra-curricular activities
- 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 moving forwards and carefully considering any complaints about the policy

4. Expectations for school uniform

We believe that uniform plays a valuable role in contributing to the positive ethos of our academy. What is more, pupils must appreciate that not all items of clothing are appropriate for a place of work and should recognise that conflict over the dress code is inappropriate. Our dress code is practical and allows a choice within very clear boundaries which empowers pupils as:

- It enables pupils to wear clothes appropriate for working in safe and aspiring environment
- It clearly signals our high expectation of pupils and our strong work ethic, instilling pride in the academy
- It protects pupils from social pressures to dress in a particular way, nurturing cohesion and promoting good relations between different groups of pupils
- Our uniform is used to identify us in the local community and the pupils wearing it.

4.2 Where to purchase it

Heath Lane Academy School Uniform

Item	Compulsory of Optional	Purchase From
HLA blazer	Compulsory	Hole in the Wall
Black tailored trousers	Either trousers or HLA pleated skirt are compulsory	Any retailer
HLA pleated skirt or plain pleated skirt		Hole in the Wall
HLA tie	Compulsory	Hole in the Wall
Plain black V-necked jumper	Optional	Any retailer
White formal shirt	Compulsory	Any retailer
Black polishable shoes	Compulsory (No boots, trainers or other forms of footwear are allowed)	Any retailer
Plain black or white socks/tights	Compulsory	Any retailer

Physical Education School Uniform (to be worn on timetabled PE days)

Item	Compulsory of Optional	Purchase From
HLA sports polo shirt (navy and gold style)	Compulsory	Hole in the Wall
HLA branded shorts, tracksuit bottoms or leggings	Optional	Hole in the Wall
HLA sports skorts	Optional	Hole in the Wall
Plain navy shorts, leggings or jogging bottoms	Optional (cycling shorts are not acceptable)	Any retailer
Trainers which are appropriate for PE	Compulsory (canvas pumps or 'high tops' are not acceptable)	Any retailer

Other Uniform Expectations

Jewellery

Any student wearing jewellery other than; one plain pair of small silver or gold studs in earlobes - will be asked to instantly remove it and it may be confiscated until the end of term. The only exception to this is where there is a known and accepted religious expectation.

All facial jewellery or visible body-piercings are not allowed.

If you do decide to allow your child to have additional piercings, please ensure that they are removed for school. This will be strictly enforced and students not correctly attired for lessons may be withdrawn from mainstream lessons until the issue has been fully resolved.

Hairstyles

Hair should be appropriate to a place of work, i.e. no unusual styles or colours, shavings or patterns. Hair must be of a natural colour. A student may be asked to tie hair back for health and safety reasons.

Make Up

Make up, if worn by older pupils (Year 10 onwards), should be discreet. False lashes are not acceptable at any time. If pupils wear excessive make-up, they will be requested to remove it.

Nails

No nail varnish or false nails at any time. If pupils wear nail varnish or false nails, they will be requested to remove it.

Watches / Smart Watches

A simple wristwatch can be worn. However, they must not be smart watches.

Mobile Phones

Mobiles / smart phones and electronic devices are not allowed to be used in the academy and must be turned off when pupils cross through the school gates.

Mobile phones and electronic devices i.e. smart watches, will be confiscated from pupils if they are seen and will only be returned to parents.

Outside Wear

Outdoor jackets, jumpers, or cardigans other than school uniform, should not be worn at any time inside the Academy. During cold periods pupils may wear a black jumper underneath their blazer. Hats and caps need to be removed before entering the building.

Hoodies are not acceptable and should not be brought into school.

Dress Down Days

On dress down days, pupils are expected to dress sensibly and modestly and still observe the dress code in relation to jewellery. If your child has PE on a non-uniform day, they can wear appropriate sportswear.

Frequently Asked Questions Regarding Uniform

What happens if my child comes to school without school shoes?

If there is a genuine reason for your child not wearing school shoes, we ask that you inform their Pastoral Leader either by email or telephone before your child arrives at school on that day. In cases where a genuine reason exists students will be provided with a non-uniform pass for a limited duration of 1 day. If no reason is provided your child will be required to wear a pair of black plimsolls for the day.

Why can't my child wear clothes, jewellery or make-up to express their personality and individuality?

School is a formal setting (just like a place of work or business) where students should be treated equally and have equal access to attention and support from staff. We do not want to encourage an environment where students are competing in terms of their appearance or how "fashionable" they look. Students very often claim that their appearance sets them apart from others and is an expression of individuality when actually they are simply conforming to the expectations of their peer group.

Why can't my child wear piercings/nail extensions/varnish when I have been told that other children do?

Students often use this as their first defence with parents/carers and members of staff. Invariably, the truth is that everyone else is not being allowed to break the rules that also apply to your child. Where there are students wearing piercings/nail varnish/extensions then they will also be dealt with. However, the school is not at liberty to discuss the sanctions and issues regarding another child with you or your child. In the same way, we will not discuss issues to do with your child with others.

Why can't my child have nail extensions?

As previously stated, long nail extensions pose a risk when a student is engaged in physical activity or taking part in specific subjects within the curriculum. If one is ripped off or brushes another student, this can result in painful cuts and rips to the skin. In addition, the academy does not want to encourage an environment where such "additions" to appearances are taken as the norm.

4.2. Where to purchase Uniform

Our school uniform can be purchased from Schoolwear Solutions, Match Fit Kit or Hole in the Wall. We have worked with our suppliers to make uniform as affordable as possible.

To avoid embarrassment or unnecessary cost, if a student or parent is in any doubt about a hairstyle, or the purchase of an item of clothing, they should speak with their Pastoral Leader before going ahead.

We actively encourage parents to donate good quality items of used uniform to **Heath Lane Helps** so that this can be made available for those who are identified as being in need. Parents who wish to donate second hand uniform should contact the school at enquiries@heathlaneacademy.or.uk.

5. Expectations for our school community

5.1 Pupils

Pupils are expected to wear the correct uniform at all times (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)

Pupils are also expected to contact Mr Trimmingham (Principal) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 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 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.

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with our behaviour policy.

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.

5.4 Governors

The governing board 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.

6. Monitoring arrangements

This policy will be reviewed annually. At every review, it will be approved by Local Governing Body.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement

➤ Anti-bullying policy

➤ Complaints policy