



THE GRANGE  
ACADEMY  
LIBERTAS PER CULTUM

# **School Uniform Policy**

## **2023-24**

## **School Uniform 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 school uniform is affordable and will never be a burden for parents or a barrier to pupils accessing education.
- To ensure compliance with all relevant legislation connected to this policy.

After consultation with all stakeholders our school uniform plays an important part in:

- promoting a sense of pride in the school;
- promoting a sense of community and belonging towards the school;
- promoting equality;
- supporting health and safety;
- setting an appropriate tone for education; and
- creating a common identity amongst pupils regardless of background and therefore acting as a social leveller

Our policy 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)

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

The Governing Body has:

- delegated to the Principal the responsibility of implementing and maintaining this policy;
- delegated powers and responsibilities to the Principal 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;
- responsibility for ensuring funding is in place to support this policy;
- responsibility for ensuring this policy is maintained and updated regularly and is accessible;
- responsibility for the effective implementation, monitoring and evaluation of this policy.

### **Role of the Principal**

The Principal will:

- work in conjunction with the Senior Leadership Team to ensure all school personnel, pupils and parents are aware of and comply with this policy;
- consider these factors when developing or reviewing this policy:
  - ☐ Assess the overall cost implications
  - ☐ Assess the impact variations of the present uniform
  - ☐ Avoid frequent changes
  - ☐ Consider how costs affect different groups of pupils
  - ☐ Engage with parents and pupils
  - ☐ Avoid needing additional uniform for extra-curricular activities
  - ☐ Engage with uniform suppliers
- ensure this policy is:
  - ☐ published on the school website;
  - ☐ available for all parents including prospective pupils;
  - ☐ easily understood
- ensure arrangements are in place so that second-hand uniforms are available for parents to acquire;
- ensure school clothing grants are in place to help with the cost of school clothing in cases of financial hardship;
- ask all staff to report any pupil who does not comply with this policy;
- impose sanctions for non-compliance with school uniform;
- process any complaints received in the appropriate way as stated in the school's complaints policy;
- provide leadership and vision in respect of equality;
- monitor the effectiveness of this policy by speaking with pupils, school personnel, parents and governors;

### **Role of Staff**

School personnel will:

- comply with all aspects of this policy;
- lead by example dressing appropriately in businesslike clothes;
- report and sanction any pupil who does not comply with this policy;

- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination;

### **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;
- liaise with the school where additional guidance and support are required with uniform;
- be asked to take part in periodic surveys conducted by the school.

### **Role of Students**

Pupils will:

- be aware of and comply with this policy by wearing correct uniform;
- liaise with the school council about any improvements to this policy;

Students must follow the uniform code at all times when on the Academy site. This applies throughout the Academy day as well as before and after the Academy day whilst students travel to and from school and home. Branded academy uniform must be purchased from the uniform suppliers. Other items that are not branded can be purchased elsewhere. Consideration will be given to students that cannot wear certain items for SEND or medical reasons provided a professional medical letter is provided.

Students arriving on-site that are out of uniform will be issued with uniform they may borrow. They will also be required to attend a detention at the end of the day for 40 minutes. Students who refuse to wear borrowed uniform will asked in liaison with their parents to correct the uniform or be placed in Internal Exclusion until their uniform meets the expectations and requirements of the academy and this policy.

### **Academy Uniform – Years 7 -11**

Item	Requirement/s	Academy Branded
Academy Blazer	<ul style="list-style-type: none"> <li>• To be worn at all times around the school site (Blazers may be removed in lessons at the teachers discretion)</li> </ul>	Yes
Academy Shirt	<ul style="list-style-type: none"> <li>• White (short or long sleeved)</li> <li>• Top button always to be done up</li> <li>• Shirt always to be tucked into skirt or trousers</li> </ul>	No
Academy Jumper	Optional Item: <ul style="list-style-type: none"> <li>• If a jumper is to be worn it must be a Navy Blue Academy jumper</li> </ul>	Yes
Academy Tie	<ul style="list-style-type: none"> <li>• Knot to be pulled tight covering the top button on the shirt</li> <li>• Tie must be worn long enough to reach to the top of the trouser or skirt</li> </ul>	Yes
Academy Skirt	<ul style="list-style-type: none"> <li>• Navy Blue and to always be worn at knee-length</li> <li>• Skirt must not be rolled up</li> <li>• Must be contemporary in style and so is tailored with a structured waist band</li> </ul>	Available
Academy Trousers	<ul style="list-style-type: none"> <li>• Navy Blue and to be worn at full-length</li> <li>• Must not be tight-fitting</li> <li>• Any belts worn must be black and have a professional buckle with no branding</li> </ul>	Available

Academy shoes	<ul style="list-style-type: none"> <li>All students must wear a suitable pair of formal, plain black, flat, leather school shoes. Any stitching, laces and sole must be black (See Appendix 1 for acceptable and unacceptable shoes styles).</li> <li>Students are not allowed to wear boots</li> <li>Black trainers or plimsolls are not permitted</li> <li>Shoes must not have large buckles or decorations</li> </ul>	No
Tights  Socks	<ul style="list-style-type: none"> <li>With skirts – tights must be plain black or navy blue, without patterns. Socks or Ankle Socks must be plain black or navy blue</li> <li>With trousers – plain black or navy blue ankle socks (white socks are not permitted)</li> <li>Knee-high socks are not permitted</li> </ul>	No
Headscarf (where required)	<ul style="list-style-type: none"> <li>Must be plain black, navy or academy blue</li> </ul>	No
Academy Bag	<ul style="list-style-type: none"> <li>The Academy bag is part of the full Academy uniform and must be used at all times. It must not be put inside another bag</li> <li>PE kit should be in a plain blue or black separate sports bag if necessary</li> </ul>	Yes  No
Coats/Outside Clothing	<ul style="list-style-type: none"> <li>Coats must be plain in colour – they can have the manufacturers logo but must not contain images or words that could cause offense</li> <li>Scarves, gloves and hats are not to be worn inside the building at any time</li> <li>No baseball caps are to be worn on the Academy site</li> <li>Hoodies are not to be worn or brought onto the Academy site (these will be automatically confiscated)</li> </ul>	No
Jewellery	<ul style="list-style-type: none"> <li>Students may wear one pair of small stud earrings, one in each earlobe</li> <li>Students may wear one watch</li> <li>Body piercings are not allowed; this includes all facial piercings, stretch piercings or more than one piercing in the ear, and tongue piercings</li> <li>Covering a piercing is not acceptable</li> </ul>	N/A
Hair	<ul style="list-style-type: none"> <li>Razor/sculpture patterns or lines are not allowed in hair or eyebrows</li> <li>Brightly-dyed hair is not allowed</li> <li>If hair is dyed, it must be one natural colour</li> <li>Long hair must be tied up during certain activities for health and safety reasons e.g. Sports lessons</li> <li>Bandanas are not permitted</li> <li>Decorative attachments are not permitted</li> <li>Hair must not be cut shorter than a number 2 blade anywhere on the head</li> <li>Hair accessories must be plain black or navy blue</li> </ul>	N/A
Make up	<ul style="list-style-type: none"> <li>Students wearing overtly obvious make-up will be asked to remove it at the discretion of staff</li> </ul>	N/A
Nails	<ul style="list-style-type: none"> <li>Nail polish/nail gel is not permitted in any colour</li> <li>False nails are not permitted; this includes acrylics or nail extensions</li> </ul>	N/A
Base Layer	<ul style="list-style-type: none"> <li>A white base layer can be worn under shirts in winter but this is not to be visible.</li> </ul>	N/A

## **PE Uniform**

Item	Compulsory or Optional	Academy Branded
White Academy PE Polo Top	Compulsory	Yes
Navy PE Shorts	Optional	Available
Navy PE Socks	Compulsory	Available
Navy PE Tracksuit Bottoms	Optional	No
Grey Academy PE Sweatshirt	Optional	Yes
Appropriate Sports Trainers	Compulsory	No
Navy Blue Sport Leggings - these must be worn under the shorts	Optional	No
Plain White Base Layer Top - can be worn under the polo shirt in winter	Optional	No
A Plain navy or black bag can be used for Sports Kit but this must accompany the Academy Bag	Optional	No
Football Boots / Shin Pads / Gum Shield	Optional	No

**Note** – students have a choice to wear either Navy Blue Shorts, Navy Blue Tracksuit bottoms or Navy Blue leggings with shorts over the top. These do not have to be branded.

## **School Uniform Provider**

Branded Academy items can be purchased from the uniform suppliers at [Uniform4Kids](#) or via the school uniform shop at Pullens, 48-50 Church Rd, Stanmore HA7 4AH (020 8954 3850).

## **Provision of Second-Hand Uniform**

The Grange Academy has a stock of second-hand uniform that is in excellent condition and available for sale. An up-to-date list of what is in stock will be held in the school office and there will be uniform sales throughout the school year. Parents should contact the school office or their child's Head of Year for further details.

## **6<sup>th</sup> Form**

Item	Requirement/s
Suit or Tailored Jacket	<ul style="list-style-type: none"><li>To be worn at all times</li></ul>
Shirt	<ul style="list-style-type: none"><li>Top button always to be done up</li><li>Shirt always to be tucked into skirt or trousers</li></ul>
Blouse/Top	<ul style="list-style-type: none"><li>Shoulders must be covered</li><li>Not tight-fitting</li></ul>
Tie	<ul style="list-style-type: none"><li>Knot to be pulled tight covering the top button on the shirt</li><li>Tie must be worn long enough to reach to the top of the trouser or skirt</li></ul>
Skirt	<ul style="list-style-type: none"><li>To be worn at knee-length</li><li>Must not be tightly-fitted</li></ul>
Trousers	<ul style="list-style-type: none"><li>Tailored, full-length trousers</li></ul>
Shoes	<ul style="list-style-type: none"><li>Formal shoes</li><li>No trainers or canvas shoes</li><li>No casual boots</li></ul>
Jumpers and Cardigans	<ul style="list-style-type: none"><li>Smart, thin jumpers or cardigans can be worn under the blazer for warmth if needed but must not be worn in place of a blazer.</li></ul>
Coats	<ul style="list-style-type: none"><li>Coats must not be worn whilst in the Academy building</li></ul>
Unacceptable Clothing	<ul style="list-style-type: none"><li>Denim of any kind, sports clothing, baggy jumpers, leggings or hoodies are not acceptable.</li></ul>

Hair, Jewellery and Piercings	<ul style="list-style-type: none"> <li>Jewellery and make-up may be used but only to the extent that it does not detract from the dress code or the image of the Academy</li> <li>Excessive hairstyles or Jewellery are not permitted.</li> <li>Facial piercings are not permitted</li> <li>Tattoos are not permitted</li> </ul>
Academy ID cards	<ul style="list-style-type: none"> <li>Student ID cards must be worn and visible at all times during the academy day.</li> </ul>



### **Uniform Confiscation**

If a student is wearing any unacceptable items, (s)he will be expected to remove it immediately. The item(s) will be confiscated and will be returned at the end of the school day. If the item is bought to school for a second time the item will be confiscated for a week and parents/carers informed.

### **Appendix 1 – Shoe guidance - Acceptable and Unacceptable**


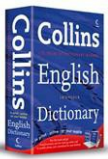

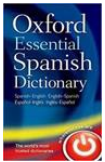












Please note that even though shoes may be sold in the 'school's section' in shops and online these may not be within our guidance as what is acceptable.

Acceptable Styles		Unacceptable styles
 	<p>Velcro shoes are acceptable, but they should be in a shoe, rather than a trainer style.</p> <p>The soles should be generally smooth sided, rather than with detailed patterning and indentations which is typically of trainers. The material should be plain with minimal panels, rather than the stitching and detail which is found on a trainer.</p> <p>Girls' shoes should not have a heel more than one inch.</p>	 
 	<p>The shoe material should be smooth or with minimal patterns such as Brogue style shoes.</p> <p>Detailed patterning and changes in material are more of a trainer style and are not allowed.</p> <p>Fabric, canvas and aerated fabric are not allowed and shoes with a heel loop are also not allowed.</p>	 

	<p>Lace up shoes should not look like a trainer style shoe. Very rounded toes and trainer style soles suggest a trainer, rather than a shoe and are not allowed.</p> <p>Thicker, round lace styles also suggest a trainer style which is not allowed.</p>	
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## **Appendix 2 – Equipment for Learning**

Below you will find the academy equipment list.

Compulsory Items:		Recommended Items:	
	A ruler		An English dictionary
	Pens (black, blue, and green)		A language dictionary
	A HB pencil		Colouring Pencils
	An eraser		2B / 2H pencils
	A pencil sharpener with its own container for waste		Felt-tip pens
	A see-through pencil case		Safety scissors
	A Casio scientific calculator		A glue stick
	A pair of compasses		A packet of tissues





A 180° angle  
protractor



A plain water bottle