



School Uniform Policy

	Version 1.0
Approved by Resources Committee	
Approved by Governing Board	August 2022
Next Review Date	Autumn 2022
Statutory/non-statutory	Non-Statutory
Website	Yes
Key Individual	Headteacher/Business Manager

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1. Aims

At the Archer Academy our school uniform is worn with pride and demonstrates the strong sense of community among students, staff and parents as well as the local community.

At the Archer Academy we believe that wearing a uniform sets a boundary by placing a student in a 'working environment' mindset and helps them separate their home and school life. Furthermore, school uniform places children on a level playing field, reducing the pressure to wear the latest fashionable brands.

At the Archer Academy we believe that school uniform plays a key role in promoting pride, self-confidence, and a feeling of belonging within the student body. These factors contribute to students' wellbeing, removing the additional pressures of deciding what to wear and added stress of meeting the expectations of their peers. Uniform removes the points of difference between students, thus unifying the student body and providing a greater focus on academic work.

The uniform of the Archer Academy identifies the history and values of the school, for example the school colours of green, purple and grey were the colours of the suffragette movement and represent our commitment to instilling the importance of active citizenship within our students. Our students have a simple striped shirt or blouse, as an alternative to a tie, to enable their comfort but also a smart and distinctive feel. Our school uniform evolves with our students, by providing distinctive Lower and Upper School requirements, introducing the blazer in Year 10 as a mark of the maturity of our Upper School cohort.

Our school uniform is rooted in the importance of sustainability and minimizing fast fashion. Our uniform is of good quality and designed to stand the test of time; therefore, providing excellent value for money.

Our school uniform is priced to be amongst the most affordable of those required by good state schools. However, financial assistance is available for families with current proof of receipt of relevant state benefits. Families in need of support are encouraged to contact the Headteacher or Finance Director. The school has a well established 'Preloved Uniform Shop' and this is available to parents and students at all school events.

In line with the statutory guidance issued to schools by the Department for Education in November 2021, our School Uniform Policy will be reviewed in the autumn term of 2022 and a tender will take place for our school uniform supplier. The school is under a tender contract until the end of the autumn term 2022. Any changes to the school uniform will be communicated to parents in early 2023, in line for September 2023. A consultation with parents, students and staff will take place as part of our tender arrangements. Any changes to the school uniform will be made to further ensure value for money, whilst maintaining the high quality of uniform in representing the standards of our school.

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 students 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 students.
- Allow all students to have long hair, though we require all long hair to be tied back.
- Allow all students to style their hair in the way that is appropriate for school, yet makes them feel comfortable. All hair must be appropriate for a smart, professional learning environment and must not be extreme in style, length or colour. It should not be cut shorter than a number 3 and must not be shaved/patterned. Hair must be within a natural colour spectrum. Only plain, functional and safe hair accessories are allowed.
- Allow students to request changes to swimwear for religious reasons, if appropriate.
- Allow students to wear headscarves, we reserve the right to request that these are black, and other religious or cultural symbols in line with our Behaviour & Rewards Policy.
- Allow for adaptations to our policy on the grounds of equality by asking students and/or their parents to get in touch with Mrs Mahoney, Senior Assistant Headteacher (mrsjmahoney@thearcheracademy.org.uk), who can answer questions about the policy and respond to any requests.

3. Limiting the cost of school uniform

Our school is committed to ensuring that our uniform is of good quality, that it is durable and that it enables our students to look and feel smart, as young people within a community that they are proud of.

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory guidance (<https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms>) 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.

Therefore, 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 any items with distinctive characteristics where possible for example.
- Limiting items with distinctive characteristics to low-cost or long-lasting items.
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this does not compromise quality and durability.

- Avoiding specific requirements for items students 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.
- Identifying that where there are different uniform requirements for different year groups that other concessions are made to ensure that costs do not increase (for example, the jumper/cardigan is not a compulsory item for Upper School students when the blazer is introduced).
- Minimising different uniform requirements for extra-curricular activities, for example students are able to wear the school PE kit and school CPA kit.
- Using alternative methods for signaling differences in groups for interschool competitions, for example the use of house colours and badges.
- Making sure that arrangements are in place for parents to acquire second-hand uniform items at regular and calendared opportunities throughout the academic year.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes.
- Consulting with parents and students on any proposed significant changes to the Uniform Policy and carefully considering any complaints about the policy.
- Providing financial assistance, through a school funded voucher programme, to support the purchasing of school uniform in Year 7 and Year 10.

4. Expectations for school uniform

4.1 Our school's uniform

Our school uniform currently requires that all elements of our school uniform are bought from Uniform4kids to secure consistency in the quality of uniform worn by students and consistency in the presentation of our students.

- **The branded items required are:**

Lower School

Jumper/cardigan

Shirt/blouse

School bag

PE Shirt

CPA Tee Shirt

PE Shorts/Skort

Jogging bottoms/leggings

Trousers/Skirt* (whilst these are not branded charcoal grey is required/the skirt has a specific style)

Upper School

Blazer

Shirt/blouse

School bag

PE Shirt

PE Shorts/Skort

Trousers/Skort*(whilst these are not branded charcoal grey is required/the skirt has a specific style)

If a student studies GCSE performing arts subjects they will need the CPA Tee Shirt and CPA leggings/jogging bottoms

- **The branded items that are optional are:**

Hooded top

- **We will accept generic items instead of branded ones in the following places:**

Black leggings/jogging bottoms

A dark coloured coat is required but there are no specific branding requirements

Expectations for jewellery and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010) are outlined in the school Behaviour and Rewards Policy

- **Expectations for shoes, bags and coats**

Black shoes must be worn but do not require branding, guidance surrounding requirements is available on the school website

Black trainers must be worn for PE but there are no other specific requirements

A dark coloured coat is required but there are no specific branding requirements

All students are required to have the school bag with the school logo to ensure that they have a suitable bag to carry their school equipment

- We have no seasonal uniform changes; however, in particularly hot weather students are permitted to wear school uniform, following instruction from the school.

4.2 Where to purchase school uniform

Our school uniform is available from Uniform4Kids, 1103/07 Finchley Road, Temple Fortune, NW11 0QB and uniform4kids.com.

The school runs a 'Preloved Uniform' Shop at the school, led by the Pastoral & Medical Administrators and the Parents' Association. Sales of preloved uniform are available at all parent events at the school. Specific requests for preloved school uniform can all be made to the Admissions & Attendance Officer and Heads of Year.

5. Expectations for our school community

5.1 Students

Students 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)

Students are also expected to contact their Head of Year, 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 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
- Financial assistance to support school uniform purchase.

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 students to make sure they are in correct uniform. They will give any students and families breaching the Uniform Policy the opportunity to comply, but will follow up with the Headteacher if the situation does not improve. Please see the school Behaviour & Rewards Policy for further details.

Ongoing breaches of our Uniform Policy will be dealt with by the Head of Year and escalated to the Senior Assistant Headteacher if required.

In cases where it is suspected that financial hardship has resulted in a student 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 students
- Offers a uniform that is appropriate, practical and safe for all students.

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 by the Headteacher and Senior Assistant Headteacher. At every review, it will be approved by Resources Committee, Pastoral & Wellbeing Committee and Full Governing Board.

7. Links to other policies

This policy is linked to our:

- Behaviour Policy
- Complaints Policy
- Equality information and objectives statement
- Equality & Diversity
- Anti-bullying policy
- Welfare Policy
- Pupil Premium Spending Statement.