



School Uniform Policy

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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.

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 and 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 the 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 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.

The uniform is rooted in the importance of sustainability and minimizing fast fashion. It is of good quality and designed to stand the test of time, therefore providing excellent value for money. It is priced to be amongst the most affordable of those required by good state schools. 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 finance@thearcheracademy.org.uk The school has a well-established 'Pre-Loved Uniform' shop and this is available to parents and students at a number of calendared school events throughout the year.

In line with the statutory guidance issued to schools by the Department for Education in November 2021, our School Uniform policy was reviewed in the autumn term of 2022 and a consultation with parents, students and staff took place. In Spring 2023 we carried out a competitive tender for the supply of uniform to ensure that our uniform supplier provides the best value with regards to price, quality and service. After conducting a rigorous process with several suppliers, our uniform supplier continues to be Uniform 4 Kids, 1103-1105 Finchley Rd, London NW11 0QB. Tel 020 8209 0999.

As a result of this tender we were able to reduce prices across a number of key items such as our shirt, blazer, skirt and backpack, whilst continuing to maintain the quality. We also reviewed the bespoke nature of our uniform and have phased out the requirement for bespoke leggings for CPA.

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, although 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 wear headscarves; we reserve the right to request that these are black, and other religious or cultural symbols must be 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 the Deputy Headteacher, Pastoral (mrsimahoney@thearcheracademy.org.uk), who can answer questions about the policy and respond to any requests.

3. Limiting the cost of school uniform

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

We have a duty to ensure 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 items with distinctive characteristics are necessary.
- Limiting any items with distinctive characteristics where possible.
- 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 and shoes.
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller.
- 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 their school PE kit and school CPA kit for these activities.
- 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 pre-loved 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

We require that certain branded items 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.

Appendix 1 shows our Uniform List and which items are required to be branded.

Appendix 2 shows our Shoe guide.

Expectations for shoes, bags and coats

- Black shoes must be worn but do not require branding. Guidance is available in Appendix 2 and on the school's 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.

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 'Pre-loved Uniform' Shop at the school, led by the Pastoral & Medical Administrators and the Parents' Association. Sales of pre-loved uniform are available at a number of calendared parent events at the school. Specific requests for pre-loved school uniform can be made by emailing welfare@Theacheracademy.org.uk

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 the Deputy Headteacher, Pastoral (mrsimahoney@thearcheracademy.org.uk), or 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.

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. The school's Behaviour & Rewards policy is available on our website and provides further details.

Ongoing breaches of our Uniform policy will be dealt with by the Head of Year and escalated to the Deputy Headteacher, Pastoral 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 the Business Manager. At every review, it will be approved by Resources Committee and noted by the Full Governing Board.

7. Links to other policies

This policy is linked to our:

- Behaviour & Rewards policy
- Complaints policy
- Equality information and objectives statement
- Equality, Diversity and Inclusion policy
- Anti-bullying policy
- Pupil Premium Spending Statement.

Appendix 1 – Uniform List

UNIFORM4KIDS

The Archer Academy | Uniform List 2023



SKU	Item	Description	Prices
6475/3620	*Coat	Black/Grey, plain, <i>optional</i>	£26.99 - £39.99
5767/5768	School Blazer	Carbon Grey, embroidered with Academy logo Year 10 & 11	£35.99 - £45.99
1372	V-neck	Charcoal Grey, with trim, embroidered with Academy logo	£22.99 - £28.99
5193	Cardigan	Charcoal Grey, with trim, embroidered with Academy logo	£27.99 - £34.99
1381/1382	Shirts	Grey, striped, long or short sleeved, twin pack	£21.99 - £29.99
1370/1371	Blouses	Grey, striped, open neck, long or short sleeved, twin pack	£21.99 - £29.99
2040/2038	Trousers	Charcoal, various styles	£15.99 - £32.99
2041	Short Trousers	Charcoal	£19.99 - £22.99
1373	Skirt	Charcoal, Box Pleat (worn at the knee) Year 7 – 9	£25.99 - £28.99
5769	Skirt	Charcoal, Pleated, Drop waist (worn at the knee) Year 10 & 11	£25.99 - £28.99
1255/2260	*Socks	Black or Grey, short or long, triple or 5 pack	£8.00 - £10.99
2263	*Tights	Black, opaque, twin pack	£7.99 - £8.99
1379	Portfolio Bag	Black embroidered with Academy logo OR	£15.99
5446	Premier Backpack	Black embroidered with Academy logo	£27.99
	*Shoes	Black, sensible, leather/leather look (no trainer/plimsoll style, heels or boots)	
	*Name tapes		
	Sports Kit		
1377	Hooded Top	Black, emb. with Academy logo, printed with ARCHER optional	£17.99 - £26.99
6218	*Baselayer	Black, long sleeved, optional	£19.99 - £22.99
1376	Panelled Polo Shirt	Black/Green/Purple, embroidered with Academy logo	£14.99 - £17.99
1383	Performing Arts T-shirt	Black, embroidered with Academy logo Year 7 – 9	£5.99 - £7.99
1378	Panelled Shorts	Black/Green/Purple OR	£9.99 - £11.99
1375	Panelled Skort	Black/Green/Purple	£14.99 - £18.99
5672	Jogging Bottoms	Black, embroidered with Academy logo	£12.99 - £18.99
6956	*Leggings	Black, printed with Academy logo OR	£22.99 - £30.99
8139	*Leggings	Black, plain	£19.50 - £22.99
4055	*Sports Socks	Black, plain	£4.50 - £6.00
	*Mouth Guard	Used for Rugby	
	*Trainers	Black	
	Recommended Footwear for artificial surfaces:		
	*Trainers	Astroturf OR	
	*Football Boots	Moulded stud or screw-in stud (not metal, aluminium or blades)	

*Can be purchased from any store

Available from:

- Uniform4Kids, 1103/07 Finchley Road, Temple Fortune, NW11 0QB T: 020 8209 0999
- Purchase online at uniform4kids.com
- Book an Appointment online at uniform4kids.com



Appointment Only

Opening Hours : Monday – Saturday 9.00am – 5.30pm

Please note between October and May we are closed on a Friday and a Sunday

Sunday opening hours: from 18th June to 10th September: 10.00am – 3.00pm

Bank Holiday Monday 28th August 10.00am – 3.00pm

Prices are correct at the time of printing but may be subject to variation.

Shoe Guide

Students are required to wear sensible, black leather/leather look shoes to school.

Examples of acceptable shoe styles:



Unacceptable shoe styles:

Any trainer or plimsoll style, shoes with heel, or boots

Examples of unacceptable shoe styles:

