

Woodlands Academy of Learning



Uniform Policy

(March 2022)

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Statement of intent

Woodlands Academy of Learning believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

1. Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Tendering and Procurement Policy

2. Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

3. Cost principles

The school is committed to ensuring that its school uniform is *affordable and accessible* to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum where possible to ensure that pupils can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be

purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible, e.g. by offering sew- or iron-on logo badges for jumpers that can be bought at retailers instead of requiring special branded jumpers.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does not enter into exclusive single supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

4. Equality principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- Are transgender, including non-binary pupils.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

5. Complaints and challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

6. School uniform supplier

School uniform can be purchased from the school using your child's SCOPay account or directly from one of the below suppliers:

- Willenhall Market Uniform Stall, Willenhall Town Centre
- Clive Marks, Saddlers Centre, Walsall Town Centre

The school will retender the uniform contract every five years, whether changes to the uniform are made or not, in line with the Tendering and Procurement Policy. The governing board will be able to demonstrate how uniform is procured at the best value for money. The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples.

Where the school is proposing to change suppliers, it will reach out to suppliers by October in the determination year.

7. Uniform assistance

The school supports vulnerable families in meeting the costs of uniforms. School uniform assistance is provided for items available from the school up to £25 in any single school year. The budget for the school uniform assistance scheme comes from pupil premium funds.

To claim school uniform assistance, parents on low income should be eligible for FSM. Eligibility is determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil.

Families who meet the criteria should complete the [School Uniform Assistance Application Form](#) and return it to the school office.

The school holds second-hand school uniforms for parents to access; access to these uniforms is available upon request made to the Pastoral team. Parents are invited to donate their child's uniform when they no longer need it.

8. Non-compliance

Staff members are permitted to discipline pupils for breaching this policy, in accordance with the school's Behaviour Policy.

The headteacher, or a person authorised by the headteacher, is permitted to contact parents to remedy breaches to the school's uniform.

9. School uniform

School colours

Our school colours are as follows:

- Bottle Green Jumper /Cardigan
- Grey Trousers / Skirt
- White Shirt
- School Tie

Clothing

The school uniform is as follows:

| Item | Optional or required | Branding | How to acquire |
|---|----------------------|-----------------------------|--|
| Regular school uniform | | | |
| Bottle Green V-Neck Sweatshirt / Cardigan | Required | Preferably with School Logo | Branded sweatshirt and cardigan available from school and listed suppliers, second hand items are available from the Pastoral team. Plain bottle green V-neck sweatshirt or cardigan can be bought from regular retailers. |
| White Buttoned Shirt (White Polo - Summer Term and Autumn 1 only) | Required | No branding | Available from regular retailers. |
| School Tie | Required | Woodlands design | Available from school and listed suppliers, second hand items are available from the Pastoral team |
| Grey Tailored Trousers or Skirt Green checked Dress – Summer Term and Autumn 1 only) | Required | No branding | Available from regular retailers. |

| | | | |
|---|----------|-----------------------------|--|
| Sensible, plain black shoes | Required | No branding | Available from regular retailers. |
| PE kit | | | |
| Coloured T-Shirt House Colours | Required | Blue, Green, Yellow or Red | Available from school and listed suppliers, second hand items are available from the Pastoral team. (Siblings will be in the same house groups) |
| Plain black shorts | Required | No branding | Available from school and listed suppliers, second hand items are available from the Pastoral team |
| Navy Blue Round neck Sweatshirt | Optional | Preferably with School Logo | Branded sweatshirt available from school and listed suppliers, second hand items are available from the Pastoral team. Plain round neck navy blue sweatshirt can be bought from regular retailers. |
| Navy Blue Joggers | Optional | No branding | Available from school and listed suppliers, second hand items are available from the Pastoral team. Plain navy blue joggers can be bought from regular retailers. |
| Plain black or plain navy blue leggings | Optional | No branding | Can be purchased from regular retailers. |
| Accessories | | | |
| School book bag | Optional | School logo | Available from school office. |
| School PE bag | Optional | School logo | Available from school office. |
| Water bottle | Optional | School logo | Available from school office. |

Trainers are not considered suitable footwear. High heels are not permitted nor are open toed shoes.

Branded footwear are not permitted eg sport company logos.

Skirts must be knee-length. Jeans style trousers are not permitted.

Parents are responsible for ensuring their child brings their PE kit to school when needed.

Jewellery

Permitted jewellery that may be worn is:

- One pair of stud earrings – no other piercings are permitted.
- A smart and sensible wrist watch (KS2) – smart watches used for communication or those that take photos are prohibited.

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. All jewellery must be removed before school on PE days.

School bag

A school bag is not required, we request that pupils use a simple book bag as these are a suitable size for the items pupils will need to bring to and from school and will prevent damage to books and

papers. We discourage pupils from bringing in larger school bags/rucksacks as these are not required and storage in school is limited.

Any bags featuring inappropriate images, slogans or phrases are not permitted.

The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

Hairstyles

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles are not considered appropriate for school:

- Brightly-coloured, dyed hair.
- Headwear with bold patterns or colours.
- Excessive hair accessories and bows – accessories should be small and green or black
- Shapes/patterns/logos cut into hair

Makeup & Nails

The school rules on makeup and nails are as follows:

- Makeup is not permitted.
- False nails, nail extensions are not permitted.
- Only clear nail varnish may be worn.
- Temporary tattoos are not permitted.

10. Adverse weather

All pupils are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

For hot temperatures, this includes wearing:

- Loose-fitting and lightweight shirts with collar or white polo shirts.
- Below the knee skirts, tailored shorts/trousers or checked dresses
- Caps for outside
- Sun cream to be put on before school

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside.
- Warm jumpers that conform to the school's uniform policy.

- Trousers, or thick tights with skirts.

11. Labelling

All pupils' clothing and footwear is clearly labelled with their name.

Any lost clothing is be taken to the lost property box in the main school entrance. All lost property is retained for two weeks and is disposed of if it is not collected within this time.

12. Monitoring and review

This policy is reviewed every two years by the chair of governors and the headteacher.

The scheduled review date for this policy is Spring 2024.

School Uniform Assistance Application Form

Children who attend Woodlands Academy of Learning and who's family are on low income and are eligible for FSM may be able to get school uniform assistnatces.

This scheme is open to children in Reception – Year 6. The allowance is for buying suitable school wear that is available from the school and is paid once a year.

Part 1: Details of parent

| | |
|-----------------------------------|--|
| Your full name: | |
| Title: | |
| National insurance number: | |
| Address: | |
| Postcode: | |
| Mobile no.: | |
| Landline no.: | |
| Email address: | |

By supplying us with a phone number or email, you agree to being contacted to let you know if you are eligible.

Part 2: Details of each dependent child you are applying for

| Surname | Other names | Date of birth |
|---------|-------------|---------------|
| | | |
| | | |
| | | |

Please read this declaration before you sign it

- I declare I am the parent of the child(ren) that I am applying for.
- I declare that all the information I have given is correct and complete to the best of my knowledge.
- I have enclosed original documentation to prove that I am in receipt of one of the benefits and have a low income.
- I am aware that I have a duty to notify the school in writing immediately of any changes in my circumstances which might affect my entitlement to school clothing assistance.

- I understand that information taken from this form will be stored both paper based and electronically on the school's computers. The school is permitted to do this under the UK GDPR and Data Protection Act 2018. A copy of the school's registration is held for inspection.

Please return this completed form to the school office.

Your signature: _____ Date: _____

What happens next?

If you apply for school uniform assistance and qualify, we will contact you to confirm and take your uniform order. If you do not qualify for the payment, we will let you know by letter and phone and explain why.