



Grange Academy

Belong • Believe • Achieve

Article 28: You have the right to a good quality education. You should be encouraged to go to school to the highest level you can.

Article 29: Your education should help you use and develop your talents and abilities. It should also help you learn to live peacefully, protect the environment and respect other people.

Uniform Policy

Policy Status: Recommended

Review Cycle: 2 Years

Owner: Headteacher – Rachel Timms

Date: March 2025

Approved by: LGB

Date: March 2025

Review Date: March 2027

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 families.
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010.
- Clarify our expectations for school uniform.

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, sexual orientation, marriage and civil partnership 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 / use natural color dyes to change their hair in a way that is appropriate for school and makes them feel most comfortable.
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment.
- Allow pupils to wear headscarves and/or other religious garments or jewelry.
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs.
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

Limiting the cost of school uniform

Grange Academy recognises the challenges of the cost of living and has a duty to make sure that the uniform we require is affordable, in line with statutory guidance from the Department for Education. We will therefore:

- Carefully consider whether any item with specific logos is necessary and good value.
- Avoid different uniform requirements for different year/class/house groups.
- Avoid different uniform requirements for extra-curricular activities.
- Make sure that arrangements are in place for parents to acquire second-hand uniform items (please contact the school office).
- Avoid frequent changes to uniform specifications and minimise the financial impact of any changes on families.
- Consult with parents and pupils on any proposed significant changes to the uniform policy and carefully consider any complaints about the policy.

Expectations for School Uniform at Grange Academy

All pupils can wear:

- Black trousers or skirt or jogging bottoms (plain black, with no branding). No leggings.
- White or black polo shirt.
- Black jumper (plain) or plain black fleece or tracksuit top (no hoodie)
- Black school shoes or plain black or black and white waterproof trainers.
- In summer, some pupils may choose to wear black tailored shorts or a blue gingham dress.
- Hoodies and coats can be worn outside but must be removed at all other times

- For P.E. pupils should wear a plain white or black t shirt (or plain house color t-shirt) with black jogging trousers or plain black shorts and suitable trainers

Many of our pupils have difficulty processing sensory information, being either hypersensitive or hyposensitive or both. We will work with families to agree any reasonable adjustments to uniform, in order to reduce the impact of sensory differences.

The Following Are Not Allowed in School

- Facial piercings (except for a small nose stud if pupils are age 16 or over).
- Exposed body piercings
- False nails Pupils **must have short nails** and may wear **clear nail varnish or have a French manicure**
- Oversized hair accessories

Jewelry and make up

- Pupils should only wear one pair of stud earrings. Hoops are not suitable for school
- Pupils will be asked to remove earrings for P.E. in line with Health and Safety guidance
- A small watch may also be worn
- No other jewelry should be worn except items of religious significance. If a student has other items, they will be asked to give them to their form tutor collection at the end of the school day
- Excessive make-up is not suitable for school and pupils will be asked to remove it.
- School reserves the right to decide what is acceptable on a case-by-case basis. If in any doubt, please consult school before allowing your child to have a radical re-style.

Equipment

Equipment is provided but pupils can bring in a pencil case containing the following named items:

- Handwriting pen/s
- Pencil/s
- Eraser
- Ruler
- Glue

Where to purchase uniform

Many local shops including supermarkets and local charity shops stock suitable items. They can also be bought from any suitable online retailer.

Spare uniforms are available for pupils if required, these can be requested from form tutors or the school office.

Expectations for our school community

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 can contact Mrs Timms if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Families:

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 can contact Mrs Timms if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

Parents are asked 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
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The school will work closely with families to arrive at a mutually acceptable outcome.

Staff

Staff will monitor pupils to make sure they are in correct uniform. Pupils can achieve house points for doing so. Staff will give any pupils breaching the uniform policy the opportunity to comply but will follow up with the headteacher if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with in a personal manner with consideration for the pupil's EHCP needs.

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.

Governors

The LGB (Local Governing Body) 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 LGB will also make sure that the school's uniform supply arrangements give the highest priority to cost and value for money.

Monitoring arrangements

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

Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality and Diversity Policy
- Anti-bullying policy
- Complaints policy