



CORLEY ACADEMY
Inclusion Aspiration Perseverance Independence

School Uniform Policy

29th September 2023

Version: **Date: 29/09/2023**

Ratified by the Local Governing Body

Signed by the LGB:

Date

To be reviewed every 2 years:

Date July 2025

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1. Aims

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 reserve the right to ask for this to be tied back)
- Allow all Students to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow Students to request changes to swimwear for religious reasons
- Allow Students to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking Students or their parents to get in touch with Mr Mark White, Headteacher, who can answer questions about the policy and respond to any requests

3. Limiting The Cost Of School Uniform

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](#) 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.

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. We do not insist on any branded items, but do supply these at cost to parent/carers, but students must wear the school colours.
- Limiting any items with distinctive characteristics where possible. Students can wear school trousers/skirts supplied from any retailer but they must be black and suitable for school. Black jeans, jeggings are not permitted.
- Limiting items with distinctive characteristics to low-cost or long-lasting items.
- Avoiding specific requirements for items Students could wear on non-school days, such as coats, bags and shoes.
- Students can wear any black school shoes, these should be flat and suitable for school wear.
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for different year/ class/ house groups. (all students now wear black sweatshirts, however original red sweatshirts are still allowed)
- Avoiding different uniform requirements for extra-curricular activities.
- Making sure that arrangements are in place for parents to acquire second-hand uniform items

- 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
- Red fleeces or body warmers purchased prior to the change black for all key stages can still be worn to school.

4. Expectations For School Uniform

At Corley Academy we believe the school uniform encourages students to feel pride in themselves and their school. It encourages good habits for later life and promotes equality.

When a student repeatedly wears items of clothing that do not meet our school uniform policy it can cause unrest among other students who perceive unfairness, which can cause anxiety for many of our students and can lead to potential dysregulation as staff attempt to apply the school uniform policy fairly.

We ask that our parents/carers take on the responsibility of supporting the school's policy so that the actions of their child does not impact negatively on other students and the school in general.

4.1. Our school's uniform

Hoods are not permitted in school. Our students do sometimes attempt to use a hood as a barrier to communication, which is something we wish to avoid, so we would ask that parent and carers support us in this by not providing their child with a 'hoodie' for school use, including as an outdoor coat

4.1.1. Key stage 3 and 4

- Plain black/grey/white socks or tights
- Flat black school shoes
- Black trousers/skirt/pinafore **NO BLACK JEANS, JEGGINGS, JOGGING BOTTOMS OR TRACKSUIT BOTTOMS**
- Plain White Polo Shirt or Plain White Shirt – Polo shirts are available from school with the school logo.

- Plain Black Sweatshirt. These are also available from school with the school logo
- Corley Academy fleece jacket (Optional) available from the school
Corley Academy body warmer (Optional) available from the school
- A plain jacket or coat.

4.1.2. Post 16 students

We recognise our P16 students as young adults and therefore do not have a school uniform. However we do have a dress code.

All students should dress smart in clothes suitable for school or workplace. Shoes should have a sensible heel and be suitable for school.

Students may not wear jeans, shorts (other than for PE), or hooded jackets. Any logos or printed T-shirts / shirts should be suitable for the school environment.

When on work placement students should follow the dress code stipulated by their place of work.

4.1.3. PE Kit

- Plain black or Corley Academy top available from the school.
- Black shorts / tracksuit bottoms/ jogging bottoms
- Trainers
- **If items are purchased from general retailers they must be plain, no logos are acceptable other than the Corley Academy logo.**

4.2. Where to purchase it

Items with the Corley Academy logo are available to order from the school office at any time during the school year.

Orders can be placed by completing a school order form which is available via a link on the school website or in the information sent to new and existing parents.

To ensure that students have their uniform ready for the start of the new academic year, parents will receive a letter advising of the deadline that orders must be placed so that we can provide the items prior to the end of the school year.

We do have second hand uniform available, please speak to Mrs. Bibi South in the school office who can discuss this with you, all enquiries for second hand uniform will be dealt with in confidence.

Any parent experiencing financial difficult, which may prevent them being able to meet our uniform standards, should contact Mrs. Anj Nagra, Attendance and Inclusion Manager.

5. All Students

All students should attend school each day with a suitable bag, pencil case, general stationary equipment (pens, pencils, ruler etc.)

6. Jewellery.

- For Health and Safety reasons, jewellery should be kept at a minimum, earrings should be stud only – No Hoops, and necklaces should be tucked under the student's shirt.
- Please note PE staff may ask students to remove jewellery if they feel it could be a risk during a specific activity.

7. Makeup

Make up which Headteacher or Deputy Headteacher feel is excessive or inappropriate will not be permitted

Long false nails are not permitted

8. Personal Possessions

Mobile phones, tablets, iPod, MP3 players are NOT PERMITTED in school.

We appreciate that some of our students may need these on their journey to and from school. We can accommodate this but the items must be handed in the school office as they arrive into school.

9. Food and drink

If you child brings their own packed lunch please ensure that it is provided in a named lunch bag/box

Packed lunch or snacks must not contain

- Crisps, nuts, sweets, chocolate, fizzy drinks, glass bottles or chewing gum.

DUE TO STUDENTS AT CORLEY ACADEMY WITH SEVERE NUT ALLERGIES – NO NUTS OR PRODUCTS CONTAINING NUTS ARE TO BE BOUGHT ONTO THE SCHOOL PREMISES

10. Expectations For Our School Community

10.1. 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 should speak to their class mentor if they want to request an amendment to the uniform policy in relation to their protected characteristics.

10.2. Parents and carers

Hoods are not permitted in school and parents are required to support us with this by not providing their child with a 'hoodie' for school use, including as an outdoor coat.

Parents and Carers should check the Uniform Standards carefully to ensure that no errors are made as they purchase new uniform.

We know that parental support is a fundamental factor in ensuring positive outcomes for all of our students and we thank all our parents, carers and families for your continued support.

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 Mr Mark White 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 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 the Academies complaints policy
- The school will work closely with parents to arrive at a mutually acceptable outcome.

10.3. 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 Head of Year and Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the head of year

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 and we would encourage student and parents to speak to either Mr White, Miss Nagra or their Head of Year if they need any assistance

10.4. 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.

11. Monitoring Arrangements

This policy will be reviewed every two years by Mandy Wilkinson, School Business Manager. At every review, it will be approved by the Senior Leadership Team and the School Governors.

12. Links To Other Policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- 16 – 19 Bursary policy

13. Changes

Description	Date	Page	Section
Updated to Corley Academy		-	throughout
No longer have separate colour sweatshirts/fleeces or body warmers	29/09/2023	4 & 5	3 4.1.1
Addition of wording to permit red fleeces or body warmers purchased prior to the change	29/09/2023	5	3
Change of red or black to black	29/09/2023	-	Throughout
Wording updated on make up to include excessive and false nails	29/09/2023	7	7
Wording updated on Personal Possessions – paragraph added re items on transport	29/09/2023	7	8