



Waltham Toll Bar Academy

UNIFORM POLICY

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1a Aims

This policy aims to:

- Explain why we require pupils to wear the academy uniform
- 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 Academy uniform.

1b Why we require pupils to wear the Academy Uniform.

Our Academy uniform reflects the Academy's long-standing tradition for academic excellence and high standards of which we are so proud. Academy uniform plays a vital role in contributing to the ethos of the Academy and setting the appropriate tone. We believe that by encouraging our students to dress smartly for school, we are building on the standards, discipline and professionalism that the young people we work with, will require in the world of work. We also have a health and safety responsibility in our consideration of uniform expectations for pupils.

By wearing the Academy uniform, students at Waltham Tollbar Academy demonstrate visually that they belong to the Academy community. Our uniform is a symbol of equality, identity and affiliation to the Academy. Smartness and high standards of appearance are expected at all times, both inside and outside of the Academy premises.

2 Our Academy's legal duties under the Equality Act 2010

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, and gender reassignment.

To avoid discrimination, our Academy 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 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
- 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 Principal by telephoning 01472 500505 or by emailing enquiries@tollbaracademy.co.uk, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

3. Limiting the cost of Academy uniform

In developing our uniform policy, we have taken into account factors such as:

- The socio-economic status of our Academy community
- Pupil demographics
- The uniform of neighbouring schools and academies in our trust
- The views of our Academy community – for example we have retained the KS3/4 tie differences to differentiate visually between pupils in such a large secondary Academy and to preserve the unique ethos of our house system.

Our Academy 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 our 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
- Limiting any items with distinctive characteristics where possible by only asking that the blazer, tie skirt and some items of PE kit features the Academy logo.
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- Considering cheaper alternatives to Academy-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items pupils 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 Academy's uniform can act as a social leveler
- 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. Where wholesale changes are required, the Academy ensures that assistance is provided to parents struggling to meet the associated costs.
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy
- In accordance with the Academy Admissions Code, the Academy ensures that the Academy's uniform policy does not discourage parents from applying for a place for their child.
- The Academy 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 students, and that the best value for money is secured through reputable suppliers.

The Academy works to obtain the best value for money possible and regularly reviews our supplier contracts. Any savings negotiated are passed to parents where possible.

4. Expectations for Academy uniform

4.1 Our uniform

Compulsory Uniform (MUST have and wear): **Bold and *** to be purchased from our official supplier.

- **BLACK blazer with Academy badge*** Purchased from our official supplier
- **Academy tie*** (RED tie Years 7/8, BLUE tie Y9/10/11) Purchased from our official supplier
- Generic BLACK skirt (tailored) / BLACK trousers (tailored)
- Generic WHITE shirt Years 7/8, WHITE shirt or WHITE blouse with BLUE **Academy scarf*** Years 9/10/11.
- Generic sensible plain BLACK shoes (not trainers, canvas or boots)
- Generic plain BLACK or WHITE socks (no ribbons/bows) which cover the ankle / BLACK tights.
- Generic Academy bag which is big enough to hold an A4 file without it being folded. as well as school books, essential learning equipment (listed below) and PE kit. (clutch/accessory/handbags not permitted).

Optional/Seasonal Uniform (Can choose to wear):

- Plain BLACK V neck jumper with no logos (optional to be worn under blazer, not instead of)
- Plain coat dependent on weather.
- **Branded Academy skirt*** Purchased from our official supplier. This is a form skirt with zip fastening, worn no more than 2" above the knee. Stretch tube-style skirts are not acceptable

*Any hair accessories (hairbands, clips or bobbles) must be plain BLACK.

Compulsory PE Kit: (MUST have and wear)

- **NAVY/SKY BLUE reversible capped rugby shirt.** * Purchased from our official supplier
- **NAVY/SKY BLUE polo shirt with Academy logo.** * Purchased from our official supplier
- **NAVY/SKY BLUE football shorts/skort with Academy logo.** * Purchased from our official supplier
- **NAVY/SKY BLUE sports socks with Academy logo.** * Purchased from our official supplier
- Football boots (required for participation in football and rugby).
- Training shoes.
- Shin pads.

Optional/seasonal PE kit:

- NAVY tracksuit bottoms.
- Swimming costume and towel for showers as required.
- BLACK/NAVY top base layer to be worn underneath the kit.
- BLACK/NAVY legging base layer to be worn underneath the kit.

We expect pupils to wear our uniform correctly.

Wear it correctly means:

- Top button on shirt is fastened Shirt is tucked in.
- Tie all the way up to the collar. Tie is down to the waist
- Skirt if worn, at knee length – not rolled over.

4.2 Where to purchase uniform

Uniform Details: To maintain quality, standards and value for money for families, items in **bold text** marked with * are only available from our approved uniform suppliers Uniform Direct. 56 Victoria Street, Grimsby, DN31 1BL Tel: 01472 347800.

www.uniform-direct.com

Uniform assistance:

The Academy supports vulnerable families in meeting the costs of uniforms. To claim Academy uniform assistance, parents should normally be eligible for FSM. Families who should contact our Academy office to discuss this. 01472 500 505 or by email enquiries@tollbaracademy.co.uk to discuss our criteria for support.

- The budget for the Academy uniform assistance scheme comes from student premium funds.
- Eligibility is determined by checking original documents from the relevant authority.

4.3 Non compliance and sanctions

Non compliance and sanctions: Teachers are permitted to discipline students for breaching this policy, in accordance with the Academy's Behavioural Policy.

- Students will be given the opportunity to address the issue upon arrival at the Academy and address the items that breach our policy / change in to correct uniform/borrow school uniform, before they enter premises – without sanction.
- Students will also be given the opportunity to address not wearing our uniform correctly if there are uniform breaches during the academy day, however a sanction will be issued. Persistent violation may result in standards report or internal isolation.
- Students may be isolated from the main Academy for any refusal to comply with adult instruction or while we wait for parents to bring the correct uniform or while we wait for pupils to comply with our policy.
- Parents may be called to assist in bringing uniform, supporting pupils being ready for learning.
- If students choose to breach the academy uniform policy during the school day/after arrival on our premises, we expect them to address the uniform issue **immediately**, in accordance with our policy, they will be issued with a sanction (at the Academy's discretion), the non-uniform items will be immediately confiscated and be available for parental collection. Refusal to comply may result in isolation or suspension.
- Students who persistently violate these rules may be placed on standards report, internally excluded in line with the Academy's behaviour policy, or become subject of a pastoral support plan.
- The Academy reserves the right to internally exclude pupils or suspend pupils who purposefully breach our behaviour policy of which uniform is a part.

4.4 Appropriate footwear for the Academy Day

- Shoes should be sensible plain black.
- Shoes must be able to be polished. Suede leather is not permitted. There must be no coloured stitching or coloured flashes visible on the shoe. No boots of any description are permitted. Heels up to 3cm maximum are allowed. No platforms, sandals, flip flops, sling backs or fashion shoes with different coloured bows are allowed, this includes the 'Melissa' Vivienne Westwood shoes.
- Trainers or trainer style shoes are not acceptable this includes Nike, Adidas, Puma, Vans, Converse, however, this list is not exhaustive as the above are examples. Canvas pumps will not be acceptable as school shoes or for use in Physical Education lessons.
- Students wearing incorrect shoes will be provided with a new school pair and expected to change footwear until parents can provide the acceptable footwear. Students will be issued with a standards sanction if wearing incorrect footwear. Pupils may be removed from mainstream lessons until appropriate footwear can be gained.
- In certain exceptional circumstances, and only with a medical letter from a consultant or medical professional the Principal may permit shoes that are suitable for certain medical conditions.



Examples of unacceptable footwear

Footwear is deemed to be unacceptable if it is any colour other than plain black, overly decorative or without flat heels. Trainers, boots, pumps or canvas shoes are not permitted. Sports brands such as Vans, Converse, Nike and Adidas are not permitted.





Examples of acceptable footwear

Shoes are acceptable if they are plain black in colour, polishable and not overly decorative. Essentially, they need to be shoes that can be described as plain, black, flat, sensible school shoes.



4.5 Essential Equipment for Learning

Students must come to the Academy every day with:

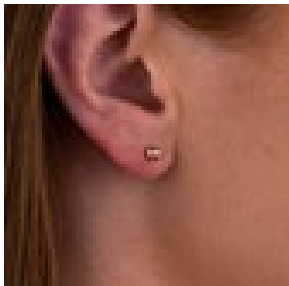
- Planner. 1 pencil case including; 2 pens, 1 pencil, 1 ruler, 1 eraser, 1 calculator, highlighter, glue stick, 1 suitable, personal reading book (either fiction or non-fiction which is age appropriate)
- Generic Academy bag (Rucksack style to go over both shoulders) which is big enough to hold an A4 file without it being folded. as well as school books and PE kit. (clutch/accessory/handbags not permitted)
- Students who do not have the correct equipment will be issued with equipment and a standards sanction.

4.6 Hair/Beards

- Hair accessories must be only plain, navy blue or black in colour.
- Hair bands should be plain in their appearance – we do not accept bandanas being worn.
- The Academy will not accept extreme haircuts, mohawk, razored, lines or no guard. Only natural styles permitted,
- Students are not permitted to have extreme hair colours; colour change should appear natural.
- The Academy reserves the right to internally suspend pupils with extreme hairstyles or suspend pupils who purposefully breach our behaviour policy of which uniform is a part.
- Shoulder length hair should be tied back for all practical lessons for health and safety.
- We expect students to be clean shaven. Beards, moustaches are not permitted. However, in exceptional circumstances of religious piety, and were supported by a letter from an Iman or Granthi, the Principal may use his discretion to support a student.

4.7 Make-up, Nails, Piercings, Jewellery.

- False eyelashes, tattoo eyebrows, fake tan, coloured nail varnish and acrylic/false nails are not permitted.
- As a result of listening to student feedback, students in Year 11 are permitted to wear discreet make-up. This is **not** permitted in any other year group, where make-up is not allowed.
- Students wearing make-up in breach of our policy or failing to remove make-up when asked will face appropriate sanctions.
- There may be exceptions to the above in extreme circumstances, at the principal's discretion and in consultation with parents, e.g., a student may be permitted to cover heavy scarring/skin damage/be undergoing radiotherapy/chemotherapy.



- Bracelets are not permitted.
- Earrings are permitted, but they must be 1 singular or 1 pair of plain silver/gold studs.
- No other piercings (tongue/body/eyebrow/lip/nose) may be worn.
- Earrings and other piercings covered by plasters are also not acceptable.

- Students may wear a wristwatch. Smart watches are permitted but they must be used responsibly, they are not to be used as a communication device.
- Students may also wear a cross or other symbol of faith for religious reasons but it must not be visible.
- No badges are to be worn other than those issued by the Academy and one charity badge.

4.8 Mobile Phones, Safeguarding and Professional Standards

- Mobile phone/Earphones/EarPods are not permitted in the Academy. They should not be used, seen or heard during the day.
- Parents and carers wishing to speak to or get messages to their child should contact reception.
- Students using such devices in the Academy will face appropriate sanctions. Such devices will be confiscated if seen or heard being used, for parents to collect.

4.9 Hats, Neck and Head coverings

- Warm hats, gloves and snoods can be brought to school in inclement weather, but must not be worn inside Academy buildings.
- Balaclavas, baseball caps and masks are not permitted.
- The wearing of a head scarf or hijab, in plain black/navy (no patterns or multi-colored), for religious reasons, is permitted.
- Garments covering the face or whole body, for example the abaya and niqab are not permitted.

4.10 Hoodies

- Hoodies are not part of our Academy uniform and must not be worn with our uniform when on Academy premises.
- The Academy uniform includes an optional plain black v neck jumper and or plain coat.

4.11 Tattoos, Health and Safety and Professional Standards

- Tattoos are not permitted.
- The law states that it is an offence for any person to tattoo a person under the age of 18, with
- or without the parents'/carers' consent.
- The Academy will report any tattooing to the Local Authority's Environmental Health Officer, safeguarding officer and parents/carers will be contacted.

4.11 Religious Clothing

- Some religions and beliefs require their members to conform to a specific dress code. The Academy
- does not discriminate against any religion or belief; however, the Academy weighs the needs and rights of individual students against the cohesion and health and safety concerns of the entire Academy community.
- The Academy endeavours to allow religious requirements to be met where possible.
- We expect students to be clean shaven. Beards, moustaches are not permitted. However, in exceptional circumstances of religious piety, and were supported by a letter from an Iman or Granthi, the Principal may use his discretion to support a student,
- Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Principal and Local Academy Board, and always in accordance with the Academy's Complaints Procedures Policy.

4.12 Equality

- The Academy is required to ensure that this policy does not discriminate unlawfully.
- Every step has been taken to ensure that the cost of girls' and boys' uniforms are not disproportionate.
- The Academy endeavours to ensure that our uniform is as gender neutral and inclusive as possible.
- Students identifying as a member of the opposite sex are able to adapt uniform regulations in accordance with our policy.

5. Expectations for our Academy community

5.1 Students

Students are expected to wear the correct uniform correctly at all times (other than specified non-school uniform days) while:

- On the Academy premises
- Travelling to and from the Academy
- At out-of-school events or on trips that are organised by the Academy, or where they are representing the Academy (if required)
- Students are also expected not to amend their appearance or breach the uniform policy during the school day, after their arrival.

Wear it correctly means:

- Top button on shirt is fastened
- Tie all the way up to the collar

- Tie is down to the waist
- Shirt is tucked in.
- Skirt if worn, at knee length – not rolled over.

Students are also expected to contact The Principal 01472 500 505 or by email enquiries@tollbaracademy.co.uk 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, essential equipment and PE kit, and that every item is:

- Clean and in good condition
- Clearly labelled with the child's name

Parents are also expected to contact The Principal 01472 500 505 or by email enquiries@tollbaracademy.co.uk 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 Academy uniform in a timely and reasonable manner. Parents are encouraged not to publicise complaints, disputes or publicly denigrate the Academy on social media or the press, in the interest of their child's wellbeing,
- Disputes about the cost of the Academy uniform will be:
- Resolved locally
- Dealt with in accordance with our Academy's complaints policy

The Academy will work closely with parents to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Head of Year, Senior Leadership team and ultimately the Principal if the situation doesn't improve.

Staff are also expected to abide by the Trust professional dress code.

Ongoing student 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 pupil 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 Academy's context
- Is implemented fairly across the Academy
- Takes into account the views of parents and pupils

- Offers a uniform that is appropriate, practical and safe for all pupils
- The board will also make sure that the Academy'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.
- Governors are required to ensure that this policy does not discriminate unlawfully.
- Every step has been taken to ensure that the cost of girls' and boys' uniforms are not disproportionate. The Academy endeavours to ensure that our uniform is as gender neutral and inclusive as possible.

Our Uniform Partners are Uniform Direct, 56 Victoria Street, Grimsby. DN31 1BL Tel: 01472 347800. www.uniform-direct.com

- The company won this contract following a tendering process where we decided they provide the best
- quality and best value uniform for our students.
- We strongly recommend only buying our branded uniform items from this supplier
- Disclaimer: If you choose to purchase our branded uniform from other companies, their products may not
- meet our official uniform standards and may not be of the quality our partners provide.

6. Monitoring arrangements

This policy will be reviewed annually by the Principal. It will be approved by the governing board.

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

7. Links to other policies

This policy is linked to our:

- Behaviour Policy
- Equality Information and Objectives Statement
- Anti-Bullying Policy
- Complaints Policy