David Ross Education Trust

Broadening Horizons

# Academy Uniform Policy

## Charnwood College

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| **Approved by:** | Alastair O'Connor | **Date:** 4th March 2025 |
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## Contents

1. Aims ..... 2
2. Our school's legal duties under the Equality Act 2010 ..... 2
3. Limiting the cost of school uniform ..... 2
4. Expectations for school uniform ..... 3
5. Expectations for our school community ..... 6
6. Monitoring arrangements ..... 7
7. Links to other policies ..... 7

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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 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 the way that is appropriate for school yet makes them feel most comfortable.
- Allow pupils to request changes to swimwear for religious reasons.
- Allow pupils to wear headscarves and other religious or cultural symbols.
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with our Academy Operations Manager on 01509 554400 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.
- Limiting any items with distinctive characteristics where possible for example, by only asking that the blazer, worn over the jumper, features the school logo.
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties.
- Considering cheaper alternatives to school-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 school's uniform can act as a social leveler.
- Avoiding different uniform requirements for different year/class/house groups.
- Avoiding different uniform requirements for extra-curricular activities.
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels.
- 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 pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

## 4. Expectations for school uniform

### 4.1 Our Academy's uniform

**UNIFORM AND APPEARANCE**

**Items available from our Uniform Providers**

- **Blazer**: A blazer must be worn at all times (except when given special permission by the Executive Principal in hot weather). Teachers may give permission to take student blazers off during lesson time.
- **Tie**: A tie must be worn correctly (4 stripes shown at all times).
- **Coat**: Only an Academy coat can be worn around the Academy site at anytime. Any other coat worn to and from the Academy must be removed before entering the building. During extreme weather and at the Executive Principal's discretion, other coats may be permitted during this period.
- **Jumpers**: An Academy logoed jumper may be worn under the blazer in the colder months but is not compulsory.

**Items available from local shops**

- **White shirt**: The top button must be kept fastened at all times. Shirts must be tucked in at all times.

- **Trousers**: Must be plain black school trousers, **not leggings**. All Trousers must be worn sensibly and must not reveal any underwear. Trousers must sit smartly at the waist and at the ankle / shoe line.
- **Skirt**: Pleated skirts must be worn sensibly and must not reveal any underwear. Skirts must sit smartly at the waist and no more than a credit card width above the knee line i.e. 5cm. *We understand that different students have different body shapes and sizes. However, the skirt is available in a variety of lengths (16in/40cm, 18in/45cm, 20in/50cm, 22in/55cm) and waist sizes. If trousers are preferred, then they must meet our uniform guidelines.*
- **Footwear**: Sensible, black polishable shoes. Traditional, well-constructed weather-proof leather or leather-type shoes with a non-slip sole a low level heel (maximum of 3cm high). No Logos, trainers or plimsoll type shoes are permitted.
- **Tights/socks**: Black.
- **Religious Headwear**: Plain black or white.
- **Belts**: Must be plain black and worn through belt loops on trousers or skirts.

**Other items**

- **Jewellery**: A tiny gold or silver stud may be worn in each ear (no more than 5mm across). One thin metal necklace. Necklaces must be worn inside the fastened shirt collar. The chain must not be more than 3mm in diameter. They should be metal and either silver or gold in appearance. They must be easily removable for PE/Dance/Drama. No other jewellery of any kind is permitted.
- **Medical Bracelets or necklaces**: Must be worn at all times e.g. diabetes.
- **Badges**: Only badges presented by the Academy are allowed to be worn, usually on the blazer.
- **Academy bags:** Only a Charnwood College bag is permitted and should be placed under the students chair upon entry into a classroom. The bags are available from the Academy via your MCAS app.
- **Hair**: Must look natural with natural colours. Any highlights must be inconspicuous and blended so as not to draw attention.
- **Make-up and Nails**: The wearing of make-up is highly discouraged. However, if make-up is worn then it must be subtle and very discreet. Any nail varnish must also be subtle and discreet i.e. nail tone colours to match own nails.

**Uniform items not permitted**

- Rings, bracelets, eyebrow, nose and tongue wear/piercings including retainers and spacers.
- Flesh holes - ear-rings which stretch holes in the ear beyond the normal range of traditional ear-rings. Horn-style ear decorations where the hole in the ear is similar size to the front of the ear, or where the back of the piercing extends excessively behind the ear.
- Hoodies, sweatshirts, cardigans or jumpers (except Academy jumper).
- Denim or other fabrics.
- Logos, branding or any form of decoration on uniform clothing.
- Tapered or skin-tight trousers, leggings or skinny-jeans style trousers.
- Branding on shoes.
- Plimsolls, trainers, boots, ankle boots or canvas shoes.
- Other coloured socks or tights.
- Nail extensions or elongated nails.
- Hair stripes or shaven patterns or undercutting. No bright, non-natural colours e.g. purple, blue, green etc unless agreed as part of a drama production or charity event.
- Fashion belts.

**Other equipment you will need:**

- Pens, biros, pencils, rubber, pencil sharpener, coloured pencils - all in a case, ruler, calculator, mathematical instruments and a dictionary.
- A book or magazine to read independently.

**Please also note**

- **Clothing, bag and equipment should be clearly named**. If lost it can then be swiftly returned to its owner.
- Students not complying with uniform requirements will have their uniform cards signed and three signatures will result in a detention.
- Students lacking correct items will be sent to the student reception to borrow correct uniform items or sent home to change where this is not possible. A returnable deposit is required before uniform items are lent out – items such as mobile phones or house keys are normally required
- Where there are financial difficulties, local charities are often able to help. If you have any problems, please contact us and we will send you the relevant application forms.

### 4.2 Where to purchase the branded Uniform

Our uniform suppliers for branded items (blazer, tie and coat) are Just Schoolwear/Academy School Uniforms and HM Schoolwear (also known as Rosebuddies).

Just Schoolwear/Academy School Uniforms is an online supplier and orders can be placed at www.just-schoolwear.co.uk. Orders can be delivered to the Academy during the summer break or to your home address or they can be collected from stores at West Bridgford, Arnold, Long Eaton, Aspley and Bulwell.

HM Schoolwear (Rosebuddies) have a market stall in Loughborough every Thursday (term time only) and Saturday. You can also place orders online at www.rosebuddiesonline.co.uk

Our PE kit supplier is Price and Buckland, and the compulsory PE top is available to purchase on their website; www.price-buckland.co.uk

Items such as shirts, trousers, pleated skirts and black polishable shoes can be purchased from local shops provided they are in line with the uniform requirements.

The Charnwood College bag is compulsory and can be purchased on the My Child at School app.

**PE KIT**

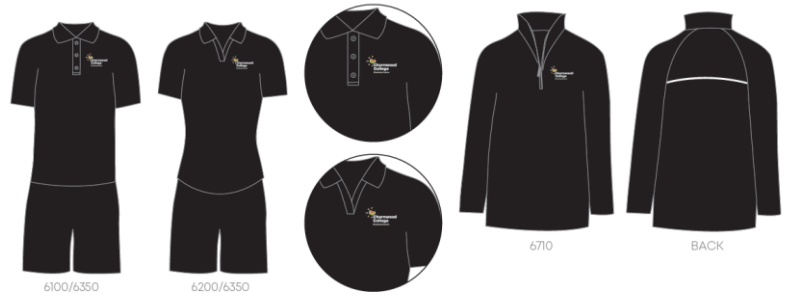
**Compulsory item**

- Academy sports top in black.

**Items that can be purchased from local shops**

- Plain black shorts.
- Black sports socks.

- Trainers.




We do appreciate that this can be an expensive time for parents. The Dawson & Fowler Foundation are a local charity who support parents with the purchase of uniform. An application form can be downloaded from our website www.charnwoodcollege.org/life with us or we can post one out to you if you contact the office.

We are in the process of looking at a second hand outlet for our uniform – more details to follow.

Further information on the expectations of our uniform can be found in the following section and in Appendix 1 – Uniform and Equipment posters.

## 5. Expectations for our school community

### 5.1 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 are also expected to contact the Executive Principal, Alastair O'Connor, on 01509 554400 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 Executive Principal, Alastair O'Connor, on 01509 554400 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 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 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 Executive Principal if the situation doesn't improve.

Ongoing breaches of our Uniform Policy will be dealt with by Mrs Rowe, Head of School.

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 Academy Scrutiny Committee 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 Committee 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.

## 6. Monitoring arrangements

This policy will be reviewed annually by the Academy Operations Manager and the Senior Leadership Team. At every review, it will be approved by the Chair of Governors.

## 7. Links to other policies

This policy is linked to our:

- Behaviour and Ethos policy.
- Equality information and objectives statement.
- Anti-bullying policy.
- Complaints policy.

Appendix 1

# Uniform

Charnwood College

✓ **Acceptable Shoes**

✗ **Unacceptable Shoes**

- ✓ Charnwood blazer and coat.
- ✓ Charnwood jumper (Optional)
- ✓ Charnwood / DRET school bag.
- ✓ Charnwood / All-star / Riders / AR tie down to just below the waistband.
- ✓ White shirt/blouse, **tucked in at all times**.
- ✓ Smart black trousers or smart black skirt no more than 5cm above the knee.
- ✓ Smart black polished shoes with plain black socks or black tights.

- ✗ No extreme hairstyles.
- ✗ No unnatural hair colour.
- ✗ One pair small gold or silver stud earrings are permitted, but no other facial or oral piercings.
- ✗ No nail polish or acrylic nails.
- ✗ No excessive make up.
- ✗ Wrist watch permitted but no other visible jewellery

@CharnwoodColl @DRETNews  @Charnwood College  Charnwood College

# Equipment

Charnwood College

***"Neither a borrower nor a lender be,***
***for loan oft loses both itself and friend…"***

Hamlet, Act 1, Scene 3

- We expect all of our students to have the correct equipment.
- Using the correct tool for the job makes you a better learner.
- A lack of proper equipment leads to a loss of learning time.
- Damaged and unusable equipment must be replaced.

## Equipment List

- Pencil case (clear for exams).
- At least 2 black writing pens.
- At least 2 HB pencils, eraser, sharpener.
- Coloured writing pens including purple.
- Coloured pencils, highlighter
- 30cm Ruler - 360° Protractor.
- Pair of compasses.
- Casio calculator.
- Reading book.
- Planner, Knowledge Organiser.

GCSE A-Level Mathematics