



SANDWELL ACADEMY



Uniform Policy

July 2023

Document Details

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Change Record

Version	Date	Description
2.1	September 2023	Change of personnel

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1. Document Details

To facilitate effective teaching and learning at Sandwell Academy there is a strict code of conduct with respect to uniform and office dress for both staff and students. Establishing and maintaining high expectations of appearance for staff and students is essential to supporting the ethos of a professional, business orientated and educational environment.

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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 students to wear headscarves and/or other religious garments
- Allow students 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 students or their parents to get in touch with the Deputy Head with responsibility for uniform 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 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 to the school blazer, tie and optional sweater/cardigan.
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions
- 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

4. Expectations for school uniform

4.1 Where to purchase Academy uniform

Sandwell Academy uniform is stocked locally by:

Gogna School Wear & Sports

Unit 1B Demuth Way, Oldbury B69 4LT.

Tel: 0121 523 5572

<https://www.gogna.me/schools/sandwell-academy-schoolwear/>

Second hand uniform is available directly from the Academy. Parents will be notified of any second hand uniform sales taking place at the Academy.

4.2 Our school's uniform

Students in Key Stage 3 and Key Stage 4 should wear the prescribed uniform at all times.

Please see [Appendix 1](#) for information on the Sixth Form dress code.

Members of the general public make judgements about Sandwell Academy based upon standards of academic achievement, behaviour and uniform. All students are expected to wear full uniform when being transported to and from the Academy. Students are expected to take pride in their appearance and this should be replicated in the way uniform is worn. It is essential that all students take their ambassadorial role for the Academy seriously at all times.

Academy Uniform

- Blazer to be worn at all times around the Academy;
- Sweater or Cardigan (optional);
- Academy tie to be worn with top button fastened at the neck.
- Sports Kit (see below)
- Name badge
- Suitable carrying bag (Large enough to carry two A4 folders)



Detail

**Indicates items that can only be purchased from the school supplier listed in section 4.1.*

Blazer*	Navy blue with Academy logo on breast pocket
Trousers*	Academy grey trousers Trousers must not be tight, skinny or stretch lycra. They must be loose and not tight at the ankle.
Belts	Formal, black and plain
Academy Kilt*	Skirts must be worn at the appropriate length – below the knee
Shirt	Standard white collared shirt to be worn with Academy tie. Shirts must be worn <u>tucked into</u> trousers or kilt.
Tie*	Academy clip on tie, to be worn with collared shirt <i>Replacement ties are sold at the Academy and students will be expected to purchase a tie if they attend the Academy without one. Payment can be made on ParentPay.</i>

Sweater/Cardigan*	Optional. To be worn in addition to blazer and not in place of.
Footwear	Black plain shoes of a sensible design. Pumps, training shoes, boots, or ankle boots, shoes with deep tread soles or with a logo or reflective design are not allowed (e.g. Kickers).



If there is a medical reason why school shoes cannot be worn then a doctor's note must be brought to school nurse by the student and the issue resolved as soon as possible.

Socks	Socks must be black, knee length socks or black tights for all students. No other variation for socks is permitted.
Outdoor Jackets	These should be removed on entry to the Academy and not worn inside.

Religious Considerations

Hijab	May be worn but only in a plain and neutral in colour
Kara	One bangle may be worn
Kirpan	Baptised Sikhs are permitted to carry a kirpan, this must be declared to Head of Year. The kirpan must be carried under their clothing and must measure a maximum of 3-4 inches
Turban/Patka	May be worn but only in a black or navy blue colour
Mosque hat	May be worn but only in a black and navy blue colour

Sports Kit

Students involved in physical activities are required to wear Academy PE clothing.

The Sports Kit for Key Stage 3 and 4 Students includes:

- Academy Polo shirt* with badge
- Academy Shorts* – of an appropriate length and not skin tight
- Academy Sport Socks* or white Sports Socks
- Academy Tracksuit* with badge
- Academy Sweatshirt* with badge
- Non marking soled shoes – i.e. suitable trainers for physical activity which provide support and protection to feet.
- Towel
- Suitable carrying bag



**Indicates items that can only be purchased from the school supplier.*

We recommend that for hockey, students should use shin pads and a mouth guard to comply with Health and Safety advice. These are available from most sports shops.

The academy kit is used throughout the entire academic year, across all seasons, therefore all the items listed above are required. Optional Items for PE sessions and fixtures in **winter** months:

- Sandwell Academy Hat* or black/navy blue hat – plain in colour with no/minimal logo visible
- Sandwell Academy Gloves* or black/navy blue gloves – plain in colour with no/minimal logo visible
- Skins worn under Academy sports – plain in school colours (black/navy blue/white or red) with no/minimal logo visible

Please note, scarfs and snoods are **not** permitted for PE lessons.

Please note that during the summer month's students in PE or PA lessons are not required to wear tracksuit bottoms. However, outside of these lessons, if a student has gained Head of Year permission to be wear Academy kit they must be in full Academy tracksuit, including joggers.

Performing Arts Kit

Students studying Performing Arts in KS4 are required to wear the following clothing:

- Academy Tracksuit with Academy badge*
- Red Polo shirt with Academy badge*
Available from Gogna with Student candidate identification number and initials printed
- Black trainers/pumps

If a student fails to bring their Academy PE/Performing Arts kit to school on the necessary day, this will be logged as a misbehavior event as outlined in our Behaviour Regulation and Relationships Policy. The student will be provided with Academy spare kit to enable them to participate in their lesson. Should a child refuse to wear the spare kit provided they will be issued with a next day 30 minute Conduct Review.

If a student's PE kit does not meet the Academy expectations, (e.g. not in Academy colours, shorts of an inappropriate length/tightness, incorrect footwear), the student will be asked to rectify this by wearing spare kit provided. Should a child refuse to wear the spare kit provided they will be issued with a next day 30 minute Conduct Review.

4.3 General Requirements

Hair No extreme hairstyle or colouring (including totally, partially shaved, or decorated scalps including shaved lines, brightly coloured hair dyes).



Students can have purposeful hair accessories e.g. for keeping hair out of face, this must be plain and black or navy blue in colour. Bows are on head bands/scarves is not permitted.

If students have braids, beads must be black or navy blue.

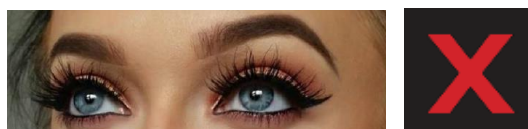


A deliberate shaved cut into the eyebrow is not permitted.

Jewellery Hooped earrings, rings, nose studs, body and tongue piercing and related jewellery are not allowed. One plain (gold or silver) stud can be used for pierced ears, diamond, pearl or alternatively shaped studs are not permitted. Ear stretchers are not allowed. Additionally, a watch may be worn.



Make up Key Stage 3 (Years 7 & 8) – Not to be worn
Key Stage 4 (Years 9, 10 & 11) – Mascara only
False eyelashes are not permitted.



Nails Nail varnish and any form of false nail are not permitted.



4.4 Strictly not permitted

The following items are not part of the Academy uniform and are strictly not permitted:

- No hoodies, sweatshirts or non-school jumpers are to be worn at any time.
- No leggings.
- No skinny Jeans, denim trousers, chinos or non- school trousers.
- No baseball caps/hats
- No white socks.
- Short/tight skirts.
- Denim jackets

5. Expectations for our school community

5.1 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 are also expected to contact the Deputy Head responsible for Uniform 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 the Deputy Head responsible for Uniform if they want to request an amendment to the uniform policy in relation to their child's protected characteristics

Eligible parents and Sixth Form students will be given financial support to help with their purchases of uniform or office dress. The Student Support and Welfare Officer, who is contactable via the Academy Reception, is able to provide further details concerning eligibility and the nature of support available.

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 students to make sure they are in correct uniform. Each morning this will be checked by their Head of Year and Pastoral Manager in the cloakrooms as they enter the Academy. A further check will also take place from 8.20am as they enter session 1a.

If a student is found in contravention of uniform/appearance regulations staff will give students the opportunity to comply and rectify the issue (e.g. purchase a replacement tie, remove jewellery, remove make up, etc.). Any offending item will be confiscated and placed in a confiscation envelope. The pastoral manager for each year group will collect confiscation envelopes from 8.35am each morning.

If students are found in contravention of uniform/appearance after Session 1a, any confiscated items will be taken by staff to the Pastoral office.

Where the issue cannot be rectified (e.g. inappropriate hair style, no tie), pastoral managers will be notified on their drop in from 8.35am or contacted via reception after Session 1a. If uniform can be resolved, the student will be returned to the lesson. If uniform cannot be resolved, parents will be contacted.

Should a student fail to comply to rectify their appearance, this becomes a behaviour issue and will be dealt with in line with the Academy Behaviour Regulation and Relationships Policy.

Confiscated items, including jewellery, will be given back to students **at the end of each week**. They will remain in the Academy safe until this time. Students who need to collect a confiscated item will need to report to the member of the pastoral team on duty in the restaurant at 3.20pm on a Friday.

Ongoing breaches of our uniform policy will be dealt with by the students Head of Year and/or the Deputy Head responsible for Uniform.

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.

5.4 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.

6. Monitoring arrangements

This policy will be reviewed in 12 months' time by the Deputy Head responsible for Uniform. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

- Behaviour Regulation and Relationships Policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy

Appendix 1 Sixth Form Dress Code

All Sixth Form students are encouraged to take a pride in their personal appearance. The Senior Management reserve the right to take appropriate action to ensure all students dress appropriately to enhance the reputation and reinforce the ethos of Sandwell Academy.

All students are to wear clothing that would be appropriate for the business world or office environment, including a suit jacket.

Uniform

- Smart business style suit (matching i.e. same colour or coordinated), to include:
 - Jacket and smart trousers (no leggings, jeggings, chinos etc. **OR**
 - Jacket and skirt (knee length, no body-con skirts).
- Blouse or collared shirt with tie
Not low cut, no T Shirts, or woolly jumpers
Smart v- neck jumpers with no logos can be worn over shirts. This must still be worn with a tie and Business style blazer.
- Smart sensible shoes
Heels no higher than 5 cm and not of a kitten or stiletto style, pumps, training shoes, shoes and boots with deep tread soles or with a logo or reflective design are not allowed
- Name badge (provided by the Academy).
For safeguarding reasons name badges should be worn by students and staff at all times when on the Academy site
- Students are not permitted to wear denim jackets, baseball hats, cropped tops or hooded sweatshirts.



Religious Considerations

Abaya	Permitted for Muslim female students. This must be plain and neutral in colour and worn with a Jacket (Business style blazer).
Hijab	May be worn but only in a plain and neutral in colour
Kara	One bangle may be worn
Kirpan	Baptised Sikhs are permitted to carry a kirpan, this must be declared to Head of Year. The kirpan must be carried under their clothing and must measure a maximum of 3-4 inches
Turban/Patka	May be worn but only in a black or navy blue colour
Mosque hat	May be worn but only in a black and navy blue colour

Jewellery

Nose studs, ear stretchers, body and tongue piercing and related jewellery are not allowed. However, Sixth Form students may wear jewellery that conforms to Health and Safety regulations, however multiple piercings are not allowed.

Hairstyle

Brightly coloured hair dyes e.g. those which are not natural such as pink, red, blue etc. Totally shaved or decorated scalps including shaved lines, are unacceptable for the Academy.

A deliberate shaved cut into the eyebrow is not permitted.

Make up

Appropriate make up for the office.
False eyelashes and excessive make up is not allowed.

Sports Kit for Sixth Form Students

The Sixth Form Sports and Performing Arts kit has been tailor-made and designed by the students, at the Academy, to meet current trends as well as being durable and practical with the nature of the subjects in mind.

This Kit can **only** be purchased from the Surridge Website:
<https://sandwell-academy.surridgesport.com/en/students>

A Level PE or BTEC Sport Students

Students who are studying A Level PE or BTEC Sport are required to have the full kit as listed below.

- Navy Academy T-Shirt with badge*
- Navy Academy Shorts* – of an appropriate length and not skin tight
- White Sports socks
- Navy Academy Tracksuit with badge*
- Non marking soled shoes – i.e. suitable trainers for physical activity which provide support and protection to feet.
- Towel
- Suitable carrying bag

**Indicates items that can only be purchased from the school supplier.*

We recommend that for football, students should use shin pads to comply with Health and Safety advice. These are available from most sports shops.

Optional Items for PE sessions and fixtures in **winter** months:

- Sandwell Academy Hat* or black/navy blue hat – plain in colour with no/minimal logo visible
- Sandwell Academy Gloves or black/navy blue gloves – plain in colour with no/minimal logo visible
- Skins worn under Academy sports – plain in school colours (black/navy blue/white or red) with no/minimal logo visible

Other sport Sessions

Students involved in physical activities are required to wear Academy PE clothing. Other Sixth Form students are required to have the following as a minimum for the Fitness Centre:

- Plain Navy/Black Sports T-Shirt with badge
- Plain Navy/Black Shorts
- Plain Navy/Black Tracksuit
- White Sports Socks
- Non marking soled shoes – i.e. Suitable trainers for physical activity which provide support and protection to feet.

**Indicates items that can only be purchased from the school supplier.*

No other sportswear i.e. Hoodies are allowed.

Kit for Sixth Form Performing Arts and Music Students Only

Students who are studying KS5 Performing Arts are required to have the following kit:

- Black Academy T-Shirt with badge*
- White Sports Socks
- Black Academy Tracksuit with badge*
- Black Academy Slim Pants*
- Black trainers/pumps

**Indicates items that can only be purchased from the school supplier.*