



SPARKEN HILL
ACADEMY

Uniform Policy

Approved by:	Full Governing Body	Date: May 2018
Last reviewed on:	January 2025	
Next review due by:	January 2027 (or sooner pending Government directive)	

Sparken Hill Academy Uniform Policy

Within our Academy, we promote an atmosphere which encourages effort, enjoyment and a celebration of the achievements of all our pupils. Our concern for these high standards is also reflected in the pride we take in our school uniform and the feeling of belonging it creates.

It is our school policy that all children wear school uniform when attending school or when participating in a school organised event outside of normal school hours.

The uniform is part of our school ethos and in coming to Sparken Hill Academy, parents agree to support our policy.

Aims and Objectives

Our policy for uniform is based on the belief that school uniform:

- Promotes a sense of pride in the school and it has a positive impact on behaviour and attitudes in school;
- Develops a sense of community and belonging towards the school;
- Identifies children with our school when taking part in out of school educational activities and visits;
- Is practical and looks smart;
- Makes children feel equal to others in terms of appearance;
- Is not distracting in class (as fashion clothes and hairstyles can be);
- Is regarded as suitable wear for school and considered by most parents as good value for money;
- Is designed with health and safety in mind.

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 Principal, (principal@sparkenhill.com), who can answer questions about the policy and respond to any requests

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. However, we will make sure our uniform is available at a reasonable cost. Woolen wear, skirts, pinafores, blazers and PE Kit are all available online

(<https://www.theschooluniformspecialists.com/> CODE: **SPA212** and are sold **at most**, at cost price (not for profit) from our suppliers. Much of our uniform is **heavily subsidized**. This ensures that the quality uniform is provided at a reasonable cost, which offers exceptional value for money for parents and carers.

We will do this by:

- Providing all pupils in FS1 with a full uniform free of charge.
- Always providing our blazers free of charge to pupils (which are replaced as the child grows).
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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
- 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
- All other items of uniform (trousers, shirts / blouses / socks etc. can be bought from a variety of shops and supermarkets at a reasonable price. If any parents do have any difficulties then please contact the school for support and guidance.

We ask parents / carers to remember to mark any clothing with names. The Academy cannot accept any responsibility for misplaced clothing but, if clothing is clearly marked, will make every effort to see lost items are returned.

Expectations for school uniform

Our school's uniform consists of:

- White Shirt with school tie
- Grey "Sparken Hill" pullover, jumper or cardigan
- Grey plaid Pinafore dress / skirt / grey trousers
- Plain dark grey socks
- Blazer (KS2 only)
- Summer Option: Red & white checked dress or dark grey school shorts (not football / sports shorts)

PE Kit:

- School t-shirt
- Black Shorts (please – no lycra)
- Black tracksuit bottoms or black jogging bottoms
- School sports top or hoodie.

Swimming:

- A one piece swimming costume or trunks / 'short' swimming shorts (not baggy Bermuda type shorts).
- Goggles may be used with the explicit written permission of parents.
- Long hair must be tied back or a swimming hat used.

Jewellery:

For Health and Safety reasons we **do not allow children to wear jewellery** in school.

The exceptions to this rule are

- one pair of plain earring studs in pierced ears and
- a watch.

Stud earrings should be removed or recently pierced ears should be taped over with a plaster (provided by parents) for PE and swimming and watches removed to prevent them causing injury. *Note: staff do not put ear studs, etc. back in if the child cannot manage it.*

Sleepers (ring shaped) or dangle type earrings are NOT permitted due to the significant risk of injury.

No other body piercings are deemed appropriate for school.

Hair

Hairstyles should be reasonable and appropriate for being in a learning environment at school. Extreme hairstyles including shaved patterns in the scalp, mohicans and unnaturally coloured dyes are not conducive to the learning environment and are not acceptable at school.

All children are required to have their hair tied back, if long enough, for PE, DT and Cookery lessons.

Make-up

Make-up is not acceptable under any circumstances, including nail varnish, false nails or false eyelashes.

Fake tattoos are not appropriate at school and must be removed without trace. A child coming to school with fake / glitter tattoos will be asked to remove them.

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 are also expected to contact the Principal if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Pupils will:

- Wear the school uniform when attending school, representing the school or when participating in a school organised event outside normal school hours;
- Wear the school uniform with pride;
- Try to keep their uniform clean and tidy;
- Remember to bring kit on the correct days.

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 our Principal 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.

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 Principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by KS Lead SLT members and the Principal (in cases where this does not resolve).

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 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 pupils
- Offers a uniform that is appropriate, practical and safe for all pupils
- Continue to agree to subsidise our uniform to ensure that it is affordable to parents.

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 (where possible) and by re-tendering contracts at least every 5 years.

Inclusion

All children have equal access to wearing school uniform regardless of their race, religion, gender, disability or ability. We ensure that the set uniform respects other policies such as race relations, sex discrimination and allows for individual sets of circumstances of all groups and individuals.

Sparken Hill Academy is committed to creating a positive climate that will enable everyone to work free from racial intimidation and harassment and to achieve their full potential.

Non-compliance with the School Uniform Policy

If a child breaches the uniform policy, the teaching team will discreetly talk to them to find out why they are not in uniform and to remind them of the need to wear one. An informal letter may be sent home to parents at this stage, notifying them of this breach.

Collective praise for wearing uniform as well as reminders of the need to do so, will also be given to classes within assemblies.

The Principal or Vice-Principal may feel the need to contact parents / carers to bring some suitable uniform to school immediately.

As an alternative to this, a supply of spare uniform will be kept in school and children may be asked to change into this.

We understand that there may be some exceptional and unavoidable situations where children may have to come to school without a part of their school uniform (lost or damaged) then we ask parents to contact us on the day to confirm the reason.

Persistent non-compliance:

The Principal may contact the parent directly to discuss this matter. Continued non-observance of the policy will result in a formal letter.

Exclusion is not normally an appropriate response to breaches of school uniform / appearance policies. However, where these breaches are persistent and in open defiance of the school's uniform or appearance policy, and where all other avenues have been exhausted, then the school may consider exclusion as a last resort depending on the circumstances of the case.

Sparken Hill Academy expects all pupils and parents to conform to this policy, but in the event of persistent breaches, we will work closely with the parents / carers to resolve the situation.

Monitoring arrangements

This policy will be reviewed every three years by the Principal. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

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

Date:

Dear Parent,

We noticed that your childin class was not wearing their school uniform in school today.

I am sure you will appreciate the many advantages of wearing school uniform as listed in our School Uniform Policy both for you and your child in school. As our policy states:

“Within our school we promote an atmosphere which encourages effort, enjoyment and a celebration of the achievements of all our pupils. Our concern for these high standards is also reflected in the pride we take in our school uniform and the feeling of belonging it creates.”

We would therefore be very grateful if you could make sure that your child is dressed appropriately every school day.

If there is some problem preventing you from ensuring your child wears school uniform, please do not hesitate to contact the school to make an appointment to discuss the situation.

We would hope to be of help in supporting you and your child in fulfilling our requirements.

Thank you for your support in this matter.

Yours faithfully,

Principal