



North Birmingham Academy Uniform Policy

Document provenance

This policy was approved as follows –

Executive Leadership Team

Date of Approval: October 2021

ELT Owner: National Director of Education:

Date of Review: October 2023

Unless there are legislative or regulatory changes in the interim, this policy will be reviewed every two years. Should no substantive changes be required at that point, the policy will move to the next review cycle

Summary of changes at last review:

- Appendix 1 - removal of “boys wear” and “girls wear”

Related documents:

- Equal Opportunities Policy;
- Behaviour and Anti-bullying Policy;
- Parental Concerns and Complaints Policy;
- Equalities and Diversity Policy

Summary of policy:

This is a template policy that academies can amend to reflect their practices. Academies should refer to the guidance notes, as well as ensuring reasonable adjustments can be made as necessary in line with the legislation provided in the Equalities Act.

Template Uniform Policy

1. Introduction and purpose

- 1.1. This is the Uniform Policy (Policy) of E-ACT and applies to North Birmingham Academy including the Early Years Foundation Stage (EYFS) where applicable.
- 1.2. This policy is published on the academy's website which is available in hard copy on request from the headteacher.
- 1.3. The trust supports the views of the Department of Education (DfE) in relation to the aims and purpose of school uniform. The DfE strongly encourages schools to have a uniform as it can play a valuable role in contributing to the ethos of a school and setting an appropriate tone.

2. Scope

- 2.1. This Policy is consistent with the Equal Opportunities Policy and applies equally to all pupils, irrespective of their sex, gender reassignment, race, disability, sexual orientation, pregnancy and maternity or religion or belief or special educational needs, subject to considerations of safety and welfare.

3. Legislation and Regulation

- 3.1. This Policy has been prepared to meet the academy's responsibilities under the [Equality Act 2010](#) and, where applicable, the [Statutory framework for the Early Years Foundation Stage](#) (DfE, September 2021).
- 3.2. This Policy has regard to the following guidance and advice:
 - I. [Special educational needs and disability code of practice: 0 to 25 years \(DfE, Updated April 2020\)](#);
 - II. [Technical guidance for schools in England \(Equality and Human Rights Commission, July 2014\)](#);
 - III. [School admissions code: Statutory guidance for admission authorities, governing bodies, local authorities, schools' adjudicators and admission appeals panels \(DfE, September 2021\)](#);
 - IV. [Exclusion from maintained schools, academies and pupil referral units in England: Statutory guidance for those with legal responsibilities in relation to exclusion \(DfE, September 2017\)](#); and
 - V. [School uniform: Guidance for governing bodies, school leaders, school staff and local authorities \(DfE, September 2013\)](#).

4. Uniform requirements

- 4.1. Correct uniform must be worn at all times during the day and when travelling to and from the academy. In most cases, uniform will also be worn for educational visits, except where specifically indicated otherwise in the arrangements for the visit. Similarly, academies may, from time to time, suspend the requirement for pupils to wear uniform – for example, for charitable events such as 'mufti' days. Pupils and their parents/carers will always be notified in advance.

- 4.2. Academies are unable to take responsibility for any item of clothing, including uniform, whilst pupils are in the academy, or travelling to or from the academy. All items of uniform must be clearly marked with the pupil's name and tutor group. Please refer to Appendix 1 for the academy's uniform requirements.
- 4.3. Pupils are required to wear uniform correctly and responsibly. Through their adherence to the academy's uniform policy, pupils are representing both themselves and their academy, and demonstrating the high expectations of the academy community. Accordingly, the academy may discipline any pupil in accordance with the academy's Behaviour Policy if he or she is not wearing the correct uniform in the way set out in the academy's Uniform Policy.
- 4.4. Pupils who do not have the complete or correct uniform must provide their Tutor or Year Leader with a note explaining the reason why. The expectation is that instances of incorrect uniform will be remedied as soon as possible, and usually by the next school day at the latest. Where this is unlikely to be the case, the pupils' parents/carers should contact the appropriate member of staff at the academy (usually the year group leader or manager, or senior leader in charge of pastoral matters) to discuss how the academy's uniform expectations will be met.
- 4.5. Where appropriate, pupils who breach the Policy may be asked by the Headteacher, or a person authorised by the Headteacher, to remedy the breach as soon as possible. This might, for example, include promptly removing unauthorised items such as jewelry, or returning home for a brief period to remedy the breach.
- 4.6. In exceptional cases, financial assistance or other support may be available for parents or carers, through, for example, a hardship fund administered by the academy.
- 4.7. The academy will consider reasonable requests to alter the academy uniform, for example for transgender pupils, for genuine religious requirements and reasonable adjustments for disabled pupils. Where there is uncertainty as to whether an item may be worn under this section, the issue must be referred by the pupil or the pupil's parents to the Headteacher, whose decision will be final, subject to the complaints procedure set out in the Complaints Policy.

5. Symbols of faith

- 5.1. Certain items of jewelry, such as the Kara bangle, and certain items of headwear, such as the turban and headscarves may be worn by pupils when doing so is genuinely based on manifesting religious or racial beliefs or identity. This is subject to considerations of safety and welfare and the academy's existing uniform policy principles are set out in Appendix 1.
- 5.2. Where there is uncertainty as to whether an item may be worn under this section, the issue must be referred by the pupil or the pupil's parents to the Headteacher, whose decision will be final, subject to the complaints procedure set out in Complaints Policy.

6. Disabled pupils

- 6.1. Reasonable adjustments may be required to the uniform for disabled pupils who require them. The pupil or his/her parents should refer the matter to the Headteacher to ensure all reasonable adjustments are made to accommodate the pupil.

7. Valuables

- 7.1. The academy cannot take responsibility for damage, loss or theft of any of these items. Where possible, secure storage (for example, lockers) are available during PE lessons. All uniform and PE kit must be clearly labelled with first name, surname and tutor group.

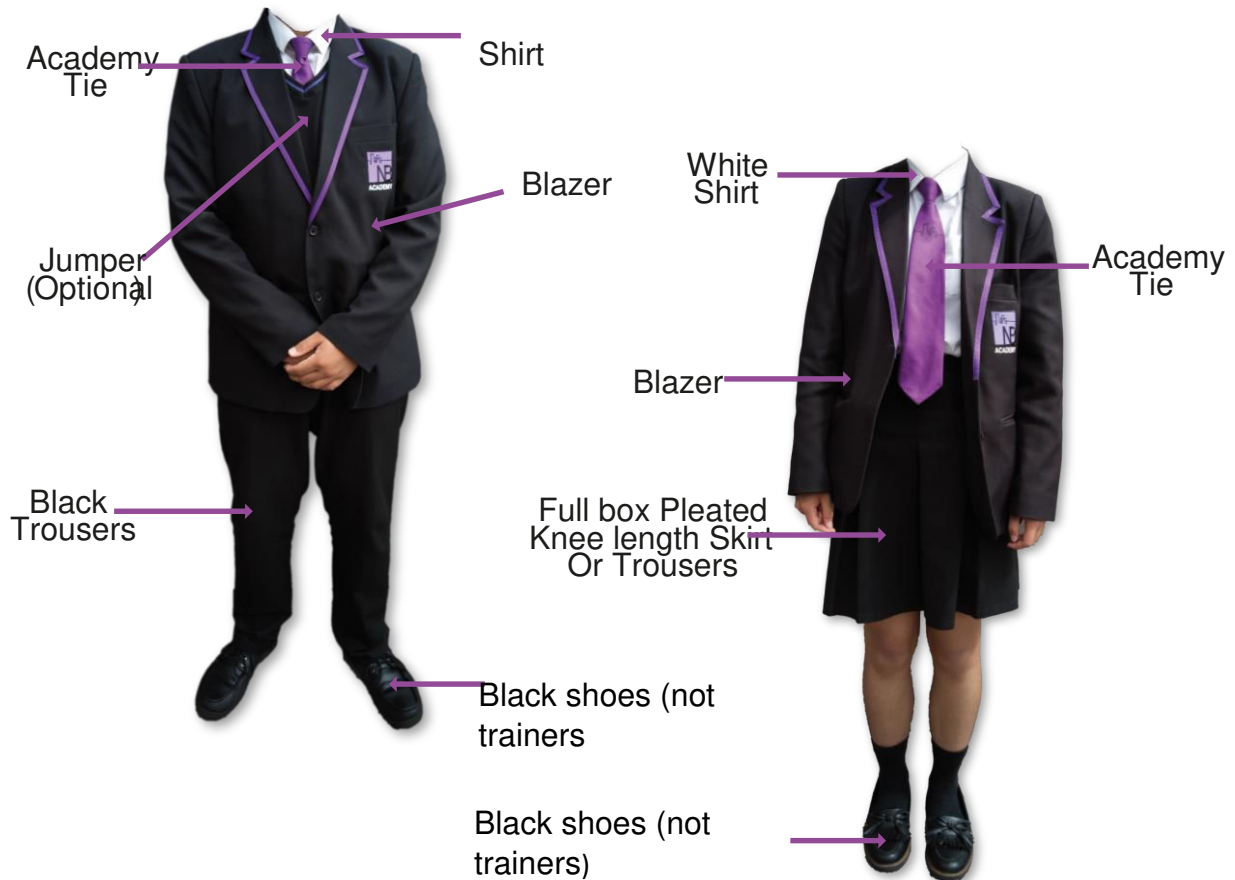
8. Monitoring and compliance

- 8.1. Compliance with the uniform policy will be monitored within the academy by the Headteacher. Application of the policy will usually be overseen by leaders nominated by the Headteacher, and by staff throughout the academy.

Uniform Template Policy - Appendix 1

Uniform Requirements North Birmingham Academy

Uniform



All students must wear:

- White shirt (regulation collar, short/ long sleeves)
- Black blazer with purple trim and Academy badge
- Academy Tie
- Black leather school shoes
- NBA V-neck black jumper with Academy badge (optional)
- Full Box pleated black skirt (**must be knee length**)
- Black tailored Trousers - No tight/skinny fitted trousers, denim or leggings allowed
- Plain black socks (below the knee)
- Plain black tights

Appearance

Pupils are not permitted to wear:

- No long nails or false nails (including nail varnish)
- No fake eyelashes
- Trainers are not allowed, except for PE lessons
- No nose piercings (clear/plastic stud only)
- No tongue or facial piercings
- No extremes of hairstyle
- No unnatural hair colours including /hair extensions
- Only thin black hair bands are allowed
- No patterned or shaved eyebrows
- Religious headwear must be black
- No hats, caps, scarves, gloves, man bags, sunglasses and hoodies to be worn inside the Academy building
- No visible tattoos

Jewellery

- 1 plain ring with no setting
- 1 pair of simple gold or silver ear studs. Stretchers are not allowed due to Health and Safety
- 1 watch
- No bracelets

All students must bring their PE Kit to all PE lessons and extra-curricular clubs.

PE Kit

All pupils wear:

- Astro turf trainers
- NBA Polo shirt
- NBA shorts
- Plain Black sweatshirt
- Plain black jogging bottoms
- Black sport's socks

Shoes

We do appreciate that shoes can be an expensive item for parents to buy and we are therefore keen to ensure the correct version is purchased. Your child may tell you differently, but sports brand trainer style shoes are not permitted, nor are canvas pumps, trainers or mules. There should be no added 'bling' in the form of glittery stones and studs. Shoes should be flat or with a minimal heel, sensible, plain style, black and clean/polished.

Below are examples of shoes the school deems acceptable and unacceptable.

Examples Of Acceptable School Shoes

All black leather shoes only



Examples Of Unacceptable School Shoes

Canvas, trainers, pumps, vans, designers, ankle boots, boots, converse any type, sandals.



Uniform Template Policy - Appendix 2

Guidance document North Birmingham Academy

Cost

The Department for Education's (DfE) Admissions Code (December 2014) highlights the importance of the cost of uniform and that policies regarding school uniform do not discourage parents from applying to a school of their choice because of cost. Academies will therefore be expected to consider the needs of every group and any existing suppliers of school uniform.

In sourcing school uniform, each academy should be able demonstrate how best value has been achieved i.e. keeping compulsory branded items to a minimum and where possible the parents' availability to purchase these from supermarkets.

Where suppliers are used, single service contracts and cash back arrangements should be avoided and any savings negotiation should be passed on to the parents. Details of where uniform can be purchased should also be set out in Appendix 1 of the above Policy.

Academies are also be expected to keep the cost of supplying the uniform under review.

Equality

The academy should widely consult on its proposed uniform policy or any changes to an established policy and document the consultation process undertaken, and the decisions taken in weighing up competing points of view. To minimise the risk of wider challenge the academy may wish to seek input from relevant religious communities and/or authorities to demonstrate that it has fully considered the issues.

In determining a uniform policy, academies may decide that the needs of individual groups are outweighed by factors. This may include health and safety, security, teaching and learning, protecting young people from external pressures promoting a strong, cohesive school identity that supports high standards and a sense of identity among pupils, as well as the need to promote harmony between different groups represented in the school. The academy must balance the rights of individual pupils against the best interests of the school community as a whole.

Noting the academy's obligations under the Equality Act 2010, many schools have chosen to adopt a neutral or flexible policy i.e. which permit girls to wear trousers instead of skirts. Academies will need to carefully consider any requests from pupils to vary the Policy, and particularly from those who have any of the listed protected characteristics under the Act, including but not limited to disability, religion and gender reassignment (or transgender).

Requests must be reasonable and should be put in writing to the headteacher. Requests should be considered on a case by case basis and with reference to the circumstances and we recommend that any decisions and the reasons for these are documented by the headteacher appropriately.

Challenges to the Policy that cannot be resolved should be escalated using the Complaints Policy, however, academies may also wish to consider what insurances are in place to meet any claims which may subsequently arise out of a parental complaint.

Non-compliance

The DfE's non-statutory guidance on school uniform (September 2013) sets out the academy's right to discipline pupils for breaching rules on appearance or uniform, provided that it is in accordance with the academy's published behaviour policy.

This includes the headteacher's (or person authorised by the headteacher) right to ask the pupil return home to remedy the breach.

If a pupil is asked to return home to remedy the breach, the DfE is clear that this is not an exclusion but should be considered as an authorised absence. If, however, the pupil breaches the Policy in such a way as to be sent home to avoid school, the pupil's absence may be considered as an unauthorised absence. In both cases the pupil's parents must be notified and the absence should be recorded.