



Thinking Schools Academy Trust
“Transforming Life Chances”



The Victory Academy
School Uniform Policy

Policy Holder: Olly Owen
Position: Headteacher
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Introduction

At The Victory Academy we pride ourselves on being smart, well presented and ready for learning. It is our school policy that all students wear school uniform when attending school, or when participating in school organised events such as educational visits or sporting competitions unless parents are informed otherwise. We ask students to wear a school blazer, school tie and have their shirts tucked in and to take a pride in their personal appearance.

Our uniform standards are high and our uniform is inclusive and smart. We expect parents to ensure students arrive at school in correct uniform. We uphold strict standards to ensure every student attends an equal and fair school environment, this supports us to ensure that appearance does not advantage or disadvantage any child based on fashion choices, socio-economic wealth or body shape/size.

Some items of uniform can be bought from our uniform suppliers, whilst others are easily available, at very competitive prices, at local retailers including supermarkets. A complete list of the items needed for school uniform including those for Physical Education, is contained within this policy.

1. Aims

Our uniform identifies us as a community and reinforces our culture of high expectations and academic achievement. All students are expected to dress in full school uniform as this is a very important part of our ethos and culture.

“Maintaining high standards of uniform is an important part of the overall aspirations of The Victory Academy. Instilling high standards teaches students to comply with a dress code, which will be an important workplace skill for them in later life. Perhaps most importantly, our uniform reflects our corporate identity as a community and encourages students to take pride in themselves and their school.”

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. 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.

Therefore, we have carefully considered the expectations for uniform and have considered the following:

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
- Considering cheaper alternatives to school-branded items as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items so students could also wear at the weekends and in the school holidays 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 leveller
- Avoiding different uniform requirements for different year groups (excluding 6th form)
- 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 students on any proposed significant changes to the uniform policy such as change of colour or a significant increase in cost
- Regularly reviewing our agreements with our uniform suppliers to ensure best value for money

3. Expectations for school uniform

Our school's uniform

- **Academy blazer***
- **Academy tie** (House colour)*
- Plain black V-neck jumper (optional item in addition to a blazer)
- White shirt either short or long sleeved
- Plain black straight leg trousers (no skinny fit or denim) *or* Plain black, knee-length pleated skirt (skirts not to be rolled up)
- Plain black or white ankle socks (no logos or colours) *or* Plain black or skin colour tights
- Plain black flat formal enclosed shoes (no boots, canvas shoes or trainers allowed)
- Black headscarf (to be worn for religious reasons only)

Performing Arts & PE KIT

- **Academy PE top***
- **Academy half-zip long sleeve top** (optional).* No other long sleeve tops are acceptable
- Plain navy shorts *or* Plain navy, knee length cycling shorts with discreet logo
- Plain navy jogging bottoms *or* Plain navy leggings with discreet logo
- Trainers (for Performing Arts grip socks e.g. flip out/gravity/Primark or plastic group socks can be worn as an alternative)
- Navy football socks (desirable)
- Football boots – moulded studs (desirable)
- Shin pads (desirable)

Items marked * can be purchased from our uniform supplier identified below.

4. Where to purchase it

Uniform can be purchased from our uniform supplier:

Monkhouse	School Time
Monkhouse Unit 15 Newnham Court Shopping Village Bearsted Road Maidstone Kent ME14 5LH Unit 28 Chatham Dockside Shopping Centre St Marys Island Chatham Kent ME4 3ED monkhouse.com Phone: 01892 837202 Email: customerservice@simmonds-ltd.com	School Time 87-89 High Street Chatham ME4 4EE schooltime.co.uk Phone: 01634831684 Email: info@schooltime.co.uk

- Parents and carers can obtain all items not marked with * from our uniform supplier or from high street retailers such as supermarkets
- A number of second-hand items are available through the Academy, please email the school office for more information.
- Where parents are experiencing financial difficulties and require support with purchasing the school uniform, please contact the school office and ask to speak with the DSL.
- As students grow out of their uniform we welcome donations of uniform to continue to support all of our students to wear the correct school uniform – please hand any unwanted items to the school office. Thank you in advance for your support.

5. Expectations for our school community

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 Headteacher if they wish to request an amendment to the uniform policy in relation to their protected characteristics.

6. 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 Headteacher, in writing, 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 and in accordance with our published complaints policy.

The Academy seeks to work with parents/carers to resolve any issues relating to uniform. Should there be an issue with your child meeting the above expectations we would ask that you contact the Academy in advance so that we can work together to resolve the issue. Should your child arrive to school with incorrect uniform, you will be contacted by telephone and they will be sent home. Your child's attendance will be recorded as unauthorised. We appreciate your support in working with us to ensure that students come to school well-presented and in correct uniform.

7. Staff

Staff will closely monitor students to make sure students are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply, however any persistent disregard for the policy will result in a formal meeting with parents.

Ongoing breaches of our uniform policy will result in the behaviour policy being applied and on occasions the child will be given the correct uniform (from the second-hand reserves) and expected to change into what it provided. 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.

8. 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
- 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.

9. Monitoring Arrangements

This policy will be reviewed every five years by the Headteacher in consultation with other stakeholders including staff, students, parents and carers. At every review, it will be approved by the Governing body and published on the school website.

We welcome the views of parents and students when reviewing our uniform and encourage parents to share any feedback with the office (office@thevictoryacademy.org.uk).

10. 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 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 all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons
- Allow students to wear headscarves and other religious or cultural symbols/ jewellery – please speak with the school to ensure that we are full informed of your expectations
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with the Headteacher (in writing for parents), who can answer questions about the policy and respond to any requests

In all matters concerning uniform, the Headteacher's decision is final.

11. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Complaints policy