



L.E.A.D. Academy Trust

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Glapton Academy Uniform Policy

PLEASE LABEL ALL UNIFORM CLEARLY WITH YOUR CHILD'S NAME

Policy/Procedure management log

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1. Aims

Glapton Academy is committed to:

- promoting equality
- ensuring value for money
- ensuring that no pupil is discriminated against due to their religion or belief, economic circumstances, or social and cultural background.
- committed to developing our pupils' sense of belonging to our academy.

We believe that wearing a smart and practical uniform allows all children, regardless of their backgrounds, to feel equal to their peers and confident in their appearance. It is important for children to wear clothing that is conducive to a successful learning environment, including activity-appropriate clothing, such as sports attire.

2. Our Academy'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, disability, pregnancy and gender reassignment.

To avoid discrimination, our academy 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 Cal Hurst (Headteacher), via the school office, who can answer questions about the policy and respond to any requests

3. Limiting the Cost of School Uniform

Glapton Academy 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

- 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 academy's uniform can act as a social leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities except PE
- Considering alternative methods for signalling 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 thereby 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 Academy Uniform

4.1 Our Academy Uniform

Item	Purchased From	Other Notes
Red sweatshirt/sweat- cardigan with school logo	See website	https://www.glaptonacademy.co.uk/parents/uniform/
Plain white polo shirt with school logo	See website	https://www.glaptonacademy.co.uk/parents/uniform/
Grey trousers, skirt or pinafore	Available from high street shops or supermarkets	
Red gingham summer school dress	Available from high street shops or supermarkets	
Plain red, black, white or grey tights or grey, white or black socks	Available from high street shops or supermarkets	
Black smart shoes	Available from high street shops or supermarkets	No brand logos ,coloured shoes, high heels, open-toes, sports trainers or boots to wear throughout the day.
Red Fleece and waterproof fleeces With school logo (Optional)	See website	https://www.glaptonacademy.co.uk/parents/uniform/
Draw string PE bag plain red or with logo	See website	https://www.glaptonacademy.co.uk/parents/uniform/
Black plain shorts	Available from high street shops or supermarkets	
White plain t-shirt	Available from high street shops or supermarkets	
Black plain sweatshirt	Available from high street shops or supermarkets	No brand stripes or logos. For when weather is colder
Black plain tracksuit bottoms or leggings	Available from high street shops or supermarkets	No brand stripes or logos. For when weather is colder

Trainers/plimsolls	Available from high street shops or supermarkets	
Book Bag	See website	https://www.glaptonacademy.co.uk/parents/uniform/
Swimming costume/trunks	Swimming costume – one piece Trunks – no shorts allowed	Pupils go swimming usually in year 3
Earrings Earrings should be plain gold/silver studs and a basic watch can be worn when a child can tell the time (no smart watches)		Metal, one per ear. For health and safety reasons we cannot permit hoop, or drop earrings
Jewellery None		No other jewellery is permitted unless approved by HT for religious reasons.
Make-up None		No make-up, including nail varnish is permitted
Hairstyle Long hair may be tied back with plain, simple bobbles and headbands in line with school colours Hairstyles should not include extreme styles with tramlines or patterns cut into short hair. Styles needing hair gels or wax are not permitted		No extreme haircuts or colours are permitted.

4.2 Where to purchase uniform

We offer pre-loved second hand uniform. This is washed and in good condition. Donations welcome but not expected. Any uniform that is of good quality, that parents wish to donate, would be gratefully received.

The Glapton Academy – School Uniform Suppliers

Glapton uniform is available to order from:

EMSD, Ruddington

Website: <http://www.emsd-schoolwear.co.uk/glaptonacademy>

Address: 1A Clifton Road, Ruddington, Nottingham, NG11 6DD

Telephone: 0115 984 2005

Just Schoolwear, Compton Acres

Website: <https://just-schoolwear.co.uk/product-category/glapton-academy/>

Address: 11 Compton Acres Shopping Centre, West Bridgford, Nottingham, NG2 7RS

Telephone: 0115 965 2869

5. Expectations for our Academy 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 Headteacher 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 Headteacher 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 uniform will be:

- Resolved locally
- Dealt with in accordance with our academy 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 headteacher if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with by requesting the parent/carer brings in the correct uniform. If this is not followed, the academy will lend the pupil the correct item of clothing to wear for that day.

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.

6. Monitoring arrangements

This policy will be reviewed every three years.

7. Links to other policies

This policy is linked to our:

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