



Centre Academy East Anglia

School Uniform Policy

Equality Statement

Centre Academy East Anglia is committed to a policy of equality and aims to ensure that no employee, job applicant, pupil or other member of the school community is treated less favourably on grounds of sex, race, colour, ethnic or national origin, marital status, age, sexual orientation, disability or religious belief. We provide a safe, supportive and welcoming environment

Review Date: Nov 24

Last Review Date: Nov 23

Held on website: Yes

Signed by Chair of Proprietor Body

A handwritten signature in black ink, appearing to read 'R. Murphy'.

Signed:

Date: 12/11/23

Chair of Proprietor Body

Mr R Murphy

Centre Academy East Anglia is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

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1. Aims

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 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 the Head of School, email admin-ea@centreacademy.co.uk who can answer questions about the policy and respond to any requests

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 for example, by only asking that the blazer, worn over the jumper, features the school logo

- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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 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
- Considering alternative methods for signaling 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 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 school uniform

4.1 Our school's uniform

As well as giving a sense of belonging to the school, uniform is also important in helping to establish a good working atmosphere. We are reliant on the support of parents in ensuring that all students are appropriately dressed for school.

School Uniform	Sports Uniform
*Navy Blazer (with school logo)	Navy PE Shorts
Grey Trousers/Skirts	Navy Tracksuit Bottoms
Grey Shorts (Optional)	*Navy Fleece (with school logo)
White Shirts (Seniors only)	*Fully Reversible PE Shirt (with school logo)
Pale Blue Shirts (Juniors only)	*Green Polo Shirt (with school logo)
*Navy V Neck Jumpers (Seniors only with school logo)	Plain Navy/Green Games Socks
*Grey V Neck Jumpers (Juniors only with school logo)	Trainers
*Grey Cardigans (Female Juniors only with school logo)	Football Boots (plastic or moulded studs)
Grey or Black Socks (for trousers)	Mouthguard
Black or Nude tights (for skirts)	Shin Pads
Navy/Saxe Stripped Tie (Juniors only) (purchased from the school office - £5.00)	
Navy/Emerald Stripped Tie (Seniors only) (purchased from the school office - £6.00)	
Navy/White Summer Dresses (Juniors only)	
Casual Jacket/Anorak	
Wellington Boots	
Black Shoes	
Equipped Pencil Case	
Book Bag (Juniors only)	
* - relates to all uniform with the school logo	

Hoodies and sweatshirts

Hoodies and sweatshirts are not permitted and should not be worn on the school site. Students should bring a coat during winter months

Coats

Denim and leather jackets should never be worn for school

Skirts

Skirts should not be too tight or short. The skirt should be approximately knee length. Skirts should always be worn with black opaque tights

Hair

- Hair must be neat, tidy and of a style acceptable to the school. Students should avoid extremes of personal appearance; this includes hair colouring and cuts

- Facial hair must be clean shaven at all times

Make-up

- Make-up if worn, should be very light and discreet.
- No false eyelashes
- Tattoos, either permanent or semi-permanent, should not be visible.
- No false nails or coloured nail varnish

Jewellery

- Up to two small rings
- One necklace
- A watch
- Only two small earrings/studs per ear.
- Facial piercings are not allowed; this includes tongue piercings, and any other body piercings.
- Jewellery should not be worn during PE or other practical activities.

There may be on occasion when the dress code must be varied for individual learners in response to medical needs. If you wish to discuss particular health or sensory needs that may require some variation to the uniform described, please contact the Head of School.

4.2 Where to purchase it

You can order and pay for school uniform online from School Trends by following the link:

<https://www.schooltrendsonline.com/uniform/CentreAcademyEastAngliaIP77QR>

Alternatively visit [schooltrendsonline.com](https://www.schooltrendsonline.com). Simply go to the website address, then select 'Find My School' and follow the order instructions. You will need to select either the Junior/Senior box, which will then transfer you to the relevant uniform for your child.

If you do not have access to the internet you can collect an order form from School which we can then process for you.

There are no minimum order quantities and your uniform will be delivered directly to your chosen address. As well as our logo school uniform, you are also able to order plain items such as trousers, skirts and shirts.

Please note that school ties may only be purchased from the school office.

Other ordering information including sizes, delivery information and the returns procedure is also available online.

Please note that school ties can only be purchased from the school office.

The school does have a limited number of second hand uniform, please contact the school office for more information.

5. Expectations for our school 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 Head of School 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 Head of School 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.

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 doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Head of School.

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.

5.4 Governance

The governance 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

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 by the Head of School when required.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- CAEA Student and Parent Handbook