

Greig City Academy



School Uniform Policy October 2024

“Show by a good life that your works are done by gentleness
born of wisdom.”

James 3:13

This policy was approved by the Governing Body on October 15, 2024. It is available on the school website or as a printed copy on request to the Exec. PA and HR Manager, Ms V. Oxley
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1. Aims

1.1 This policy:

- i. Sets out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers.
- ii. Explains how we will avoid discrimination in line with our legal duties under the Equality Act 2010.
- iii. Sets out clear expectations for school uniform.

2. The Academy's legal duties under the Equality Act 2010

2.1 The Equality Act 2010 prohibits discrimination against an individual based on protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

2.2 To avoid discrimination, we will:

- not list 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 (although we reserve the right to ask for this to be tied back)
- allow all students to style their hair in a way that is appropriate for school and makes them feel most comfortable
- allow students to wear headscarves and/or other religious garments
- allow students with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents/carers who have any requests to get in touch with their Head of Year, who can answer questions about the policy and respond to requests. These will be considered on a case-by-case basis

3. Limiting the cost of school uniform

3.1 The Academy has a duty to make sure that the uniform we require is affordable, and in line with statutory guidance from the Department for Education (DfE) on the cost of school uniform.

3.2 We understand that items with distinctive characteristics (such as branded items, or items that need 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'/carers' ability to shop around for a low price.

3.3 We will make sure our uniform:

- is available at a reasonable cost
- provides the best value for money for parents/carers

3.4 We will do this by:

- limiting items with distinctive characteristics which must be bought from the school supplier to the blazer, pullover and tie, and to our PE uniform
- having arrangements in place for parents/carers to acquire second-hand uniform items directly through the school and, in exceptional cases, using the hardship fund
- avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- consulting with parents/carers and students on any proposed significant changes to the uniform policy and carefully considering any comments or complaints about the policy

4. **Expectations for school uniform**

4.1 The Academy's uniform (published on school website)

Hats / caps are **not allowed** to be worn on school premises.

- **Black blazer with GCA badge – this must be worn at all times and should not be kept in a school bag.**
- Plain white shirt with collar
- Greig City Academy tie
- **Plain black tailored (loose fitting) trousers, not denims or leggings**
- V-necked jumper, charcoal grey with a blue striped collar
- Plain black **leather**, flat shoes; **not** trainers/plimsolls or canvas shoes. No boots
- Socks or tights, plain black
- Religious headwear, plain black only
- **Plain black shower-proof jacket or coat – no body warmers – no logos- no hoodies – no leather jackets**
- Plain black belt
- If wearing a skirt, plain black, straight or pleated (knee length)
- No false/ acrylic nails or coloured nail polish
- No dyed hair or weaves, natural colour only
- Plain black hair bands
- No plastic beads or metal bands in hair
- No coloured contact lenses
- No make-up or false eyelashes
- Only one set of studs in the lower earlobe
- No facial piercings
- One ring and a watch permitted, no other visible jewellery
- No tramlines or patterns cut into the hair or eyebrows

Please note: All jewellery must be removed for PE lessons. If students wish to have their ears pierced, they should do so during the summer holidays to allow time to heal.

For the first half term and the whole of the summer term the jumper is an optional item of uniform. It must however be worn from the October half term up to the Easter holiday.

P.E. Kit

The compulsory kit and optional items can be viewed on the school website.

Compulsory kit

T shirt
Shorts
Midlayer
Plain white sports socks

Optional items

Bodywarmer
A choice of one trouser from:

- Girls' leggings
- Ladies' leggings
- Stadium pants
- Skinny pants

Trainers – for PE only – may be purchased from any shop.

The sixth form does not have a uniform. Students are expected to dress smartly.

4.2 Where to purchase the uniform

Branded items – PE kit, blazer, pullover and tie – should be bought from:

Divine Solutions
3 Northumberland Park
London N17 0TA
Tel: 020 8216 9113

Please ask for the Greig City uniform and take note of our school trousers and shoes policy detailed above.

Shoes, socks, skirts and trousers may be bought from any retailer (see requirements in uniform list).

5. Expectations for our school community

5.1 Students

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 their Head of Year 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 each item is:

- clean
- clearly labelled with the child's name
- in good condition

Parents/carers are expected to contact their child's Head of Year if they would like to request an amendment to the uniform policy in relation to their child's protected characteristics (see 2.1 above).

Parents/carers should lodge any complaints or objections relating to the school uniform and/or its cost in a timely and reasonable manner.

Disputes about the cost of the school uniform will be resolved locally and dealt with in accordance with the school's complaints policy.

The school will work closely with parents/carers to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply but will follow up with the Assistant Vice-Principal (Pastoral) if the situation does not improve.

Uniforms may be loaned to students who arrive without and/or they may be allowed to go home, with parental permission, to collect forgotten items.

We agree timeframes for parents/carers to purchase replacement items.

Ongoing breaches of our uniform policy will be dealt with by the students spending an appropriate time in reflection rather than with their class.

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 The Principal

The Principal will review this policy and make sure that it:

- is implemented fairly across the school
- takes into account the views of parents/carers and students
- offers a uniform that is appropriate, practical, and safe for all students

5.5 Governors

The Governing Body will review this policy and make sure that it:

- is appropriate for the school's context
- is implemented fairly across the school
- takes into account the views of parents/carers and pupils
- offers a uniform that is appropriate, practical and safe for all pupils

The Governing Body will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money and that contracts are retendered at least every five years.

6. Reviews

This policy will be reviewed annually (or more frequently if necessary) by the Vice Principal (Pastoral), who will take into consideration cost of living and inflation rises.

7. Links to other policies

This policy is linked to our:

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