



**George Eliot Academy**

The best in everyone™

Part of United Learning

# Uniform Policy

REVIEWED BY: United Learning

DATE REVIEWED: Autumn 2024

DATE OF NEXT REVIEW: Autumn 2025

## **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 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 Miss Havard (Vice Principal), 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 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 and bags.
- 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
- 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 pupils on any proposed significant changes to the uniform policy moving forwards and carefully considering any complaints about the policy

#### 4. Expectations for school uniform

##### 4.1 Our school's uniform

It is important that parents and pupils are clear that the George Eliot Academy uniform is a requirement and that all pupils must meet these standards at all times.

Our uniform consists of smart trousers/skirt, shirt, tie and blazer, and encourages pupils to take great pride in their appearance. Pupils are expected to adhere to our uniform policy at all times, which consists of the following items:

Item	Compulsory or optional
Official school blazer	Compulsory
White shirt with long or short sleeves Must be tucked in and the top button must be done up	Compulsory
School tie	Compulsory
School V-neck jumper with green trim	Optional
Black tailored trousers Black tailored shorts (knee length) Trousers should be smart and business like Black pleated knee length school skirt	<i>Either trousers or pleated skirt are compulsory</i>
Tights—plain black opaque or flesh coloured Socks—plain black	Optional
Shoes—plain black school shoes, flat heeled Boots can be worn under trousers	Compulsory



Coat—Plain, full length coat or anorak. No denim/leather or fur jackets
School Bag—Backpack, must be big enough for A4 books. No Handbags are allowed
Jewellery—A watch (no smart watches) school badges and one small pair of plain ear studs may be worn. Pupils are not permitted to wear any other facial piercings.
Hairstyles—Must be simple and only natural colours, no extreme hair styles, no patterns or shapes cut into it.
Make up – Pupils can wear discrete natural makeup. Pupils are not permitted to wear fake eyelashes



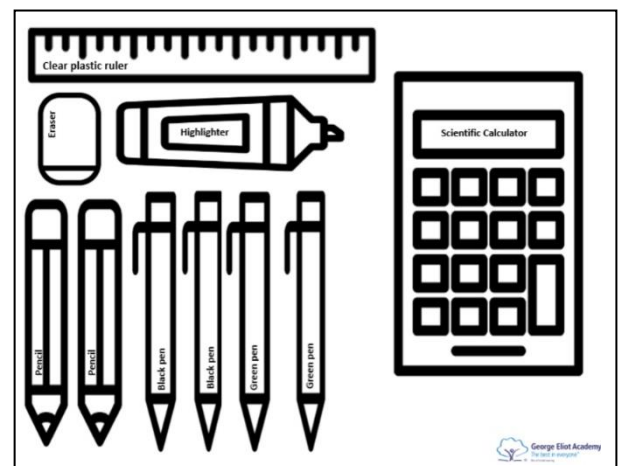
Item	Compulsory or optional
Sports polo top—black and green with the school logo	Compulsory
Shorts— plain black (no cycling shorts) Track Pants - plain black GEA leggings	Compulsory
School training top – black and green with school logo	Compulsory
Sports socks	Compulsory
Trainers (no fashion trainers or hi-tops)	Compulsory
Football boots	Optional

#### Equipment

Equipment will be checked twice a week in form time.

Equipment will be available to purchase in school.

Pencil case
2 X black pens
2 x green pens
2 x Pencils
Ruler
Eraser
Highlighter
Knowledge organiser (Years 7, 8 and 9)
Scientific calculator



## Uniform guidelines

If pupils arrive to school in incorrect uniform, they will be isolated. Pupils will be asked to correct the uniform, failure to correct the uniform or borrow uniform will result in a suspension.

### Trousers

- No skinny fit trousers, jeans or leggings.
- Black tailored trousers, no skin tight material, trousers must be tapered.
- Trousers should be smart and business like.



### Skirts/Shorts

Black pleated school skirt



Black Tailored shorts (Knee Length)



### School shoes

No trainers, pumps, high heels or canvas shoes

- Plain black
- Flat heeled
- Boots can be worn under trousers
- No Nike Airforce trainers



### Nail Guidelines

- No nail varnish
- No excessive and impractical length nails
- No acrylic nails are permitted



### Hair Guidelines

- Must be simple and only natural colours
- No extreme hair styles
- No patterns or shapes cut into it



### Coats, bags and accessories

- School bag must be big enough for A4 books to be carried



### 4.2 Where to purchase it

All orders are placed through Match Fit Kit or School Wear Centre. Their website can be found at [Shop - Match Fit Kit](#)

We actively encourage parents to donate good quality items of used uniform to the **PTA of GEA** so that this can be made available for sale at reduced rates for those who are identified as being in need. Parents who wish to either donate or purchase second hand uniform should contact Lorraine Lewis on: [Lorraine.Lewis@georgeeliotacademy.org.uk](mailto:Lorraine.Lewis@georgeeliotacademy.org.uk)

## **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 Miss Havard (Vice Principal) 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 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 Principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with our behaviour policy.

In cases where it is suspected that financial hardship has been the reason for the pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

### **5.4 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
- 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 annually. At every review, it will be approved by Local Governing Body.

## **7. Links to other policies**

This policy is linked to our:

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

## ***Frequently Asked Questions Regarding Uniform***

### ***What happens if my child comes to school without school shoes?***

If there is a genuine reason for your child not wearing school shoes we ask that you inform their Form tutor or head of year by email or telephone before your child arrives at school on that day. If no reason is provided your child will be isolated until this is corrected.

### ***What happens if my child comes to school without a compulsory item?***

If there is a genuine reason for your child not wearing a compulsory item, we ask that you inform their Form tutor or head of year by email or telephone before your child arrives at school on that day. If no reason is provided your child will be isolated until this is corrected.

### ***What happens if I can't afford to replace school uniform?***

If you cannot afford to replace the school uniform, please contact your child's Form tutor or pastoral leader by email or telephone. We can point you in the direction gain support.

### ***Why can't my child wear clothes, jewellery or make-up to express their personality and individuality?***

School is a formal setting (just like a place of work or business) where pupils should be treated equally and have equal access to attention and support from staff. We do not want to encourage an environment where pupils are competing in terms of their appearance or how "fashionable" they look. Pupils very often claim that their appearance sets them apart from others and is an expression of individuality when actually they are simply conforming to the expectations of their peer group.

### ***Why can't my child wear piercings/nail extensions/varnish when I have been told that other children do?***

Pupils often use this as their first defence with parents/carers and members of staff. Invariably, the truth is that everyone else is not being allowed to break the rules that also apply to your child. Where there are pupils wearing piercings/nail varnish/extensions then they will also be isolated until this is corrected.

### ***Why can't my child have nail extensions?***

As previously stated, long nail extensions pose a risk when a pupil is engaged in physical activity or taking part in specific subjects within the curriculum. If one is ripped off or brushes another pupil, this can result in painful cuts and rips to the skin. In addition, the academy does not want to encourage an environment where such "additions" to appearances are taken as the norm.