



UNIFORM POLICY

Ratified by Governors/Principal:	Principal
Current ratification date:	Spring 2017
Review frequency:	Two years
Next review date:	Spring 2019
Responsibility of:	Ray Donnison

RATIONALE AND AIMS OF THE POLICY

The wearing of uniform plays a valuable role in contributing to the ethos of the Academy and in setting the tone for our work with students. We aim to ensure that our uniform policy is fair and reasonable and that our uniform is affordable and sustainable. We do not wish our uniform to act as a barrier to parents when choosing the Academy as the most suitable educational provider for their children.

At Freebrough our aim is to have a uniform that will:

- instil student and community pride in the Academy;
- support positive behaviour and discipline;
- encourage identity with, and support for, the Academy ethos;
- ensure students of all races and backgrounds feel welcome, developing a sense of belonging;
- support effective teaching and learning;
- protect young people from external pressure to wear clothing they would not otherwise choose to adopt, protecting them from harassment, and from having to adopt dress codes associated with extreme or anti-social elements in the wider community, including styles and colours of clothing associated with gangs;
- promote a strong, cohesive, Academy identity that supports high standards and a sense of identity among students: if some children look very different to their peers, this can inhibit integration, equality and cohesion;
- Promote harmony between different groups represented in the Academy.

Our rationale and policy for the Academy uniform is clear and is publicised on the Academy website, in Academy expectations, and in our Academy prospectus. Expectations about the wearing of Academy uniform are included in the home/Academy agreement. Students and parents/carers will receive information that makes them aware of Academy expectations in relation to uniform before they are required to express a preference for the Academy as their preferred school.

FREEBROUGH ACADEMY UNIFORM

Students were given the responsibility to design the uniform at Freebrough Academy. They will be responsible for reviewing the uniform with staff, students and parents on a bi annual basis and making recommendations for improvements.

The brief for uniform design given to students requires them to give consideration to the following factors:

- the cost and availability of non-standard sizes;
- the cost of including branded items;
- the cost of items in unusual colours/shades;
- The Academy aims in relation to uniform.

As a result of this work the uniform consists of:

- Black Blazer, embroidered with the Academy logo, which is worn at all times.
and either
- White cotton type shirt with collar.
- Academy Tie.
or
- White polo shirt.

- Plain black v neck jumper (optional).
- Black trousers or skirt.
- Black leather type shoes.

Apart from the Blazer, no items of uniform are branded. This enables parent/carers to purchase items of uniform in supermarkets and high street shops at a very competitive price. Embroidered badges can be purchased from the Academy and these can be sewn onto blazers if parents wish to purchase a non-branded blazer

We believe it is important to limit the amount and type of jewellery students in the Academy will wear for health and safety reasons and to avoid negative situations such as bullying and theft. This will be limited to:

- A watch;
- 1 pair of small stud like earrings;
- 1 ring.

For health and safety reasons students should not wear jewellery in facial piercings during the Academy day.

PE UNIFORM

Academy uniform includes clothing required for Physical Education (PE). The Academy will adopt a sensitive, flexible approach to this issue bearing in mind the needs of different students and the equality, discrimination and human rights issues. There is some evidence to suggest that participation and enjoyment of sport is enhanced where students feel comfortable about their PE clothing, particularly girls. The Academy has chosen a PE uniform which is practical, comfortable and appropriate to the activity involved.

- Pale Blue polo shirt;
- Navy blue shorts;
- Navy Blue football type socks;
- Navy Blue track suit bottoms;
- Navy/Sky Blue reversible Rugby Shirt (Optional);
- Training Shoes.

MEETING INDIVIDUAL NEEDS

There is scope within the policy to consider requests to vary the uniform policy in the following circumstances:

- to meet the needs of any individual student to accommodate their religion or belief;
- to meet the needs of an individual student because of temporary or permanent medical conditions.

BREACH OF UNIFORM RULES

All students will wear the Academy uniform everyday as expected. All staff will be responsible for ensuring high standards of uniform are maintained.

ROLES AND RESPONSIBILITIES OF STAFF

- a) Duty staff will monitor uniform as students arrive every morning. Breaches of uniform will be recorded and reported to form tutors.
- b) Class teachers will challenge students who are in breach of the uniform policy and report those breaches to form tutors.
- c) Form tutors/Assistant tutors will monitor uniform in daily tutorial sessions. They will discreetly discuss the reasons for any breach with students and remind them of the expectations of the Academy. Tutors will contact parents if they have a concern and require support from them to ensure the policy is adhered to. Tutors will record breaches of uniform and use detention as a sanction for repeated breaches of the uniform code. Tutors will report breaches to the Pastoral Leader if they are not resolved quickly, require additional support or to recommend a student is sent home to change.
- d) Pastoral Leaders will speak to students who have repeatedly breached the uniform code and meet with parents. They can choose to send a student home to change into uniform and will support a tutor's recommendation to do this. This should be for no longer than is necessary to remedy the breach. This is not exclusion, but an authorised absence. However, if the student continues to breach uniform rules in such a way as to be sent home to avoid school, or takes longer than is strictly necessary to effect the change, the student's absence may be counted as unauthorised absence. A student must not be sent home indefinitely or for longer than is strictly necessary to remedy the breach as this could amount to an unofficial exclusion. In *all* such cases parents must be notified and the absence should be recorded. When making this decision, the child's age, vulnerability, how easily and quickly the breach can be remedied, and the availability of the parent, will need to be considered. If the student then repeatedly infringes the school's rules on uniform or appearance, this may constitute a disciplinary offence and may be grounds for exclusion. In the event of repeated and deliberate breach of the policy the Pastoral Leader will refer the matter to the Head of School.
- e) Heads of School will discipline students for breaches they consider to be persistent and defiant. Where a student repeatedly refuses to comply with school uniform policy, even if they do not otherwise display poor behaviour, we believe that exclusion could be an appropriate response, depending on the circumstances of the case. The Head of School will liaise with the Deputy Principal where they consider exclusion to be an appropriate response.

FINANCIAL SUPPORT FOR PARENTS

The Academy will have arrangements in place to support parents to ensure that no family feels unable to apply for admission on account of high uniform costs. This applies equally to PE kits.

Our scheme for remission of cost will cover students eligible for free school meals, and students whose parents are entitled to the maximum level of working tax credit. This will be administered discreetly so that no parent is embarrassed to ask for help. The schemes will be widely publicised and clearly explained in our admissions policy.

MONITORING AND REVIEW

This policy will be reviewed every two years.