

Greenfields Academy

Personal Development Uniform Policy

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1.0 Intent

Greenfields Academy believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour & Wellbeing Policy

Equal Opportunities

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community. Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing board.

2.0 Implementation

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible, e.g. by offering sew- or iron-on logo badges for jumpers that can be bought at retailers instead of requiring special branded jumpers.

The school is committed to meeting the DfE's recommendations on costs and value for money.

Our current school uniform supplier is:

MAPAC

6 Mowat Estate, Sandown Road, Watford, Herts, WD24 7UZ

01923 255525

<https://www.mapac.com/education/parents/uniform/greenfieldsacademyng317us>

Permitted Uniform

Item	Optional or required	Branding
Sweatshirt, sweatshirt cardigan or fleece (dark green)	Required	Branded available from mapac or plain white can be purchased from regular retailers
Polo shirt (white)	Required	Branded available from mapac or plain white can be purchased from regular retailers
Black Shoes or plain black trainers	Required	Can be purchased from regular retailers
Dark Grey/Black trousers or tailored school shorts. *Skirts or dresses are not permitted	Required	Available from mapac or can be purchased from regular retailers
Sensory adjustment: Plain black jogging bottoms are permitted, with no clear branding and in a good condition		Can be purchased from regular retailers
Book Bag	Required at KS2, Optional at KS3	Branded available from mapac
Winter Coat	Optional	Available from mapac or can be purchased from regular retailers
Plastic Water bottle *Metal containers are not permitted	Optional	Can be purchased from regular retailers
Outdoor Education Clothing (activity dependent and include appropriate footwear e.g. wellies) *pupils must bring outdoor education clothing to change into, arriving to school in full uniform.	Required	Can be purchased from regular retailers – for further details please discuss with your child's Wellbeing mentor

PE Uniform		
PE Footwear – trainers with non-marking soles (must be additional to daily footwear)	Required	Can be purchased from regular retailers
Sports Kit Bag	Required	Branded available from mapac
PE & Sport Sweatshirt (Grey)	Required	Branded available from mapac
PE & Sport T-shirt (Dark Green)	Required	Branded available from mapac
Sport Shorts (Black) *Cycling Shorts are not permitted	Required	Available from mapac or can be purchased from regular retailers
Sport Jogging Bottoms or full-length leggings (Black) *Fashion leggings are not permitted	Optional	Available from mapac or can be purchased from regular retailers

Notes

Skirts & Dresses

- **Not permitted** for any pupils.

Trainers/High Heels

- If worn, trainers must be **smart and black** (no additional colours)
- High heels are **Not permitted** for any pupils.

Jeans/denim

- **Not permitted** for any pupils.

Hats, Scarves & Gloves

- Scarves are **not permitted** for any pupils.
- Hats & gloves may be worn outdoors only in during cold periods
- Black sun hats and glasses may be worn outdoors only during sunny periods

Jewellery

- One pair of stud earrings – no other piercings are permitted
- A sensible wrist watch, **smartwatches are not permitted**
- **No other jewellery is permitted**
- Permitted jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

Bags

- Pupils must use an appropriately sized bag to carry their books and equipment.
- School bags featuring inappropriate images, slogans or phrases are not permitted.
- The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.
- **All electronic items must be removed from bags and added to the lock boxes available upon entrance to school.**

Hairstyles

- Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk
- Long hair must be tied up during practical lessons, e.g. during PE.
- The following hairstyles are not considered appropriate for school and therefore are **not permitted**: brightly-coloured dyed hair (natural colours only), excessive hair accessories

Make-up and Nails

- Only light, natural looking make-up is permitted
- False nails and nail extensions are **not permitted**
- Only clear nail varnish may be worn
- Temporary tattoos are **not permitted**
- Stick on or semi-permanent false eyelashes are **not permitted**

Pupils wearing excessive makeup are required to remove it or, if appropriate, will be sent home to remove it.

Parents are responsible for ensuring their child brings their PE Uniform to school when needed.
All pupils' clothing and footwear should be clearly labelled with their name.

Any lost clothing is to be taken to the lost property box in the school office. All lost property is retained for one week and is disposed of if it is not collected within this time.

Non-compliance

Adherence to the school's uniform Policy is compulsory.

In the first instance of a uniform breach a text or email verbal reminder 'first warning' is issued, in the case of any further breaches, the leadership team are permitted to ask a pupil to promptly *return home to remedy breaches to the school's uniform*. To be clear, this is not a punitive sanction. Where a pupil has been sent home to rectify uniform breaches, the absence is recorded as 'authorised or late' based on when they return to school. If a pupil repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence may be counted as 'unauthorised'. Parents will be notified in all cases.

Where parents are having difficulty in immediately sourcing appropriate uniform, then a time-limited agreement to rectify this can be made with through the Wellbeing Tutor and in agreement with a member of the Leadership Team (*e.g. Item has been ordered, but won't be here until next Tuesday or I get paid on Friday, so I will purchase at the weekend and he will be in Uniform on Monday*)

3.0 Impact

- Uniform is sensible, comfortable, accessible and affordable
- Pupils are easily identified
- Clothing is safe and activity appropriate, particularly in practical subjects
- Reduction in bullying or Peer on Peer abuse
- Pupils are prepared effectively for uniform and clothing expectations in the world beyond school (employment, FE, volunteer sector)
- Pupils have a sense of belonging and identity to their school community
- Uniform neutralises socio-economic situation - equality

4.0 Review

Date Written: June 2022
Last Reviewed: September 2024
Next Review Date: September 2025

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