

ALAMEDA MIDDLE SCHOOL



Ambitious ■ Motivated
Confident to Soar

UNIFORM POLICY

JUNE 2022

DOCUMENT STATUS

ORIGINAL AUTHOR	Business Manager
DATE OF PRODUCTION	June 2022
CURRENT STATUS	Approved
REVIEWING BODY	Full Governing Body
REVIEWED ON	July 2022, reviewed and amended Nov 2022
DATE FOR NEXT REVIEW	July 2025
RELATED POLICIES (IF ANY)	Behaviour Policy Equality information and objective statement Anti-bullying policy Complaints policy Home School agreement



TABLE OF CONTENTS

1	AIMS.....	1
2	our school’s legal duties under the Equality act 2010	1
3	LIMITING THE COST OF SCHOOL UNIFORM	2
4	expectations for school uniform	3
	4.1 Our school’s uniform	3
	4.2 Where to purchase it.....	5
5	EXPECTATIONS FOR OUR SCHOOL COMMUNITY	5
	5.1 Pupils	5
	5.2 Parents and carers	5
	5.3 Staff	6
	5.4 Governors	6
6	Monitoring arrangements.....	6
7	Appendix A.....	7



1 AIMS

This policy aims to:

- To ensure that all students are dressed practically and appropriately for learning and the school environment.
- To ensure all students are equipped appropriately for learning at all times.
- To create and maintain a school identity that represents the high standards and ethos of the school.
- To provide a procedure for staff to challenge students whose dress, appearance and equipment does not comply with the school's policy
- To ensure that the uniform is easily available and easily affordable for parents.
- To work within the latest DFE guidance on uniform.
- To work within existing legal frameworks, namely the Human Rights Act 1998 and the Equality Act 2010.

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, 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 reflects their self-identified gender
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have any hair style (although we ask for long hair 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 form tutor 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 of 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 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
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents to acquire pre-loved uniform locally.
- Avoiding frequent changes to uniform specifications and minimising 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

BASIC UNIFORM	
Item	Buy from
Plain black tailored trousers	Anywhere
Plain black skirt (knee length)	Anywhere
Black V-necked sweatshirt with the school crest	Prestige
Plain white shirt	Anywhere
School tie	Prestige
Plain socks in white, grey or black	Anywhere
Sensible flat black school shoes (not trainers)	Anywhere
SUMMER UNIFORM (Optional)	
(Can be worn after Easter until October half term)	
Item	Buy from
Short sleeved white polo shirt	Anywhere
Tailored school shorts (knee length)	Anywhere
P.E KIT	
Item	Buy from

UNIFORM POLICY

Alameda polo shirt	Prestige
Alameda rugby shirt or hoodie	Prestige
Trainers for use on the playground and on the field (non-marking trainers may also be used in the sports hall if the soles are clean)	Anywhere
Black shorts or skort	Anywhere
Long black socks (winter) Short white socks (summer)	Prestige / Anywhere
Shin pads for football	Anywhere
Football boots with safety studs	Anywhere
Gum shield for contact rugby	Anywhere
Hair bands/grips etc. to tie back long hair	Anywhere
Additional optional items	
Alameda waterproof jacket	Prestige
Plain black jogging bottoms or base layer for winter months	Anywhere

P.E health and safety

- For the health and safety of your child and other children during P.E lessons, all jewellery (including earrings) must be removed.
- Jewellery, make up and nail varnish are not to be worn in school. However, children who have pierced ears may wear small, plain studs, one in each ear lobe. If your child is thinking of having their ear(s) pierced, please do this at the beginning of the summer holiday – ears will then be healed by the start of term so that earrings can be removed for P.E lessons.



4.2 Where to purchase it

- Uniform can be purchased from the shop Prestige, 46-48 High Street, Flitwick MK45 1DX. or ordered online www.prestigedesignwww.co.uk
- Pre-loved uniform can be donated and purchased from the Alameda PTA.

The school will support families with uniform if in receipt of Pupil Premium or those experiencing financial hardship. Please contact dleonard@alamedamiddleschool.org.uk for further 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-uniform days)

- On the school premises
- Travelling to and from school
- At out-of-school events and on trips that are organised by the school, or where they are representing the school (if required)

5.2 Parents and carers

Parents and carers are expected to make sure their child has the correct uniform and P.E kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents may contact the Business Manager if they need to request an amendment to the uniform policy in relation to the child's protected characteristics

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 school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaint 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 the 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 does not improve.

Ongoing breaches of our uniform policy will be dealt with as per the flow chart **Appendix A**

In cases where it is suspected that financial hardship has resulted in a pupil not complying with the 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 every 3 years by the Business Manager and Headteacher. At every review, it will be approved by the full governing body,

7 APPENDIX A

Uniform Non-compliance Flow Chart

Ongoing breaches of our uniform policy will be dealt with as per the flow chart

Stage 1: Note on EdulinkOne from Form Tutor. Pupil given 1 week to rectify.



Stage 2: Phone call home from Form Tutor, Head of Year notified. Pupil/parent given 1 week to rectify.



Stage 3: Phone call/letter home from Head of Year. Possible consequence for student, i.e. loss of breaks/lunch times. Pupil parent given 1 week to rectify.



Stage 4: Parents asked to meet with Head of Year. Parents asked to attend meeting to discuss reasons for non-compliance with the policy and possible strategies to rectify the situation.



Stage 5: Referral to SLT/Headteacher

