



L.E.A.D. Academy Trust

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The Birley Academy Uniform Policy

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1. Aims

The Birley Academy is committed to:

- promoting equality
- ensuring value for money
- ensuring that no pupil is discriminated against due to their religion or belief, economic circumstances or social and cultural background.
- committed to developing our pupils sense of belonging to our school.

We believe that wearing a smart and practical uniform allows all children, regardless of their backgrounds, to feel equal to their peers and confident in their appearance. It is important for children to wear clothing that is conducive to a successful learning environment, including activity-appropriate clothing, such as sports attire.

2. Our Academy'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 academy 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 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 Mark Jones (Deputy Headteacher), via the school office, who can answer questions about the policy and respond to any requests

3. Limiting the Cost of School Uniform

The Birley Academy 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 any items with distinctive characteristics where possible
 - 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, bags and shoes
 - Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
 - Avoiding different uniform requirements for different year/class/house groups
 - Avoiding different uniform requirements for extra-curricular activities

- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and thereby minimising the 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 Academy Uniform

4.1 Our Academy Uniform

Item	Purchased From	Other Notes
Uniform		
Academy blazer.	Available from uniform provider.	Grey with sleeves rolled down.
Academy tie.	Available from uniform provider.	Not threaded and no graffiti.
Navy V-neck jumper.	Available from any high street shop.	
Plain long or short-sleeved shirt.	Available from any high street shop.	
Plain black and tailored trousers.	Available from any high street shop.	Jeans and cords are not allowed. All items should allow for shirts to be properly tucked in. No tight-fitting leggings or trousers.
Plain black skirt.	Available from any high street shop.	Optional. Skirt should be no shorter than knee length.
Black smart shoes.	Available from any high street shop.	No brand logos or colour on shoes. Footwear must be leather or leather look with flat soles. No trainers, boots, pumps or canvas shoes will be allowed.
Outdoor coat.	Available from any high street shop.	Should be dark in colour e.g. black or navy and of plain design.
Bag.	Available from any high street shop.	All students require a school bag which can fit A4 workbooks in.
PE Kit		
Academy polo top.	Available from uniform provider.	
Academy hoodie.	Available from uniform provider.	Optional.
Academy shorts.	Available from uniform provider.	
Black or navy tracksuit bottoms/leggings.	Available from any high street shop.	No brand logos. For when weather is colder.

Trainers.	Available from any high street shop.	Good grip with laces providing good support to the ankle and foot. Pumps do not provide adequate support.
Plain navy-blue knee length games socks.	Available from any high street shop.	
White sports socks for indoor use.	Available from any high street shop.	
Other		
Jewellery – one pair of small plain stud earrings and a watch.		Optional. Any other jewellery is not allowed. Rings, nose studs, tongue studs or other piercings and jewellery are not acceptable.
Make-up.		No bright make-up is allowed. Minimal natural concealer only.
False nails and eyelashes.		No false nails or false eyelashes.
Hairstyles.		Hairstyles which are considered 'excessive' will not be allowed at the Academy. Hair must be of natural colour. Pupils are not allowed 'cuts', shapes, designs or shaved heads.

4.2 Where to purchase uniform

- You can purchase the items above from our uniform provider and/or any high street shop as listed in the table above.

- **Uniform Provider FAQ's**

Website:- <http://www.pindersschoolwear.com/>

1. How do I place an order?

Customers can place their orders in store, over the telephone or online if their school is listed.

2. Can I pay by card?

Yes! If you order in store you have the option to pay by cash or card. Unfortunately, we do not accept cheques. Online orders are paid through Paypal. Don't worry if you don't have a Paypal account, you can choose to enter card details instead.

3. How long will my order take to arrive?

This will depend on the time of year. Orders usually take up to 2 weeks to be completed. This gives us enough time to order garments if they are out of stock, embroider/print them, quality check and send out appropriately. During our busier months such as July, August and September orders take up to 4 weeks to be processed. This is due to the sheer volume of orders we receive. Please remember all of our garments are made to order.

4. Can I have my order delivered to school?

We do offer a free delivery to school service for certain schools. This option is not available for all schools and only applies to schools who have arranged delivery days with Pinders. Please note we deliver to schools once a week and each school has a scheduled delivery day. We cannot guarantee a specific time of day.

5. I can't find my school on your website. What should I do?

If your school is not listed on our website that doesn't necessarily mean we do not supply uniform for that school. If you are unsure and would like to check if we have your school on file, please contact our reception team on 0114 2513275 who will be happy to assist you.

6. How do I contact your other stores?

You can contact our Rotherham store on 0114 2513275. Unfortunately, our Crystal Peaks store does not have a landline. If you would like to check stock levels at Crystal Peaks, please visit the store in the main shopping centre, next to Halifax bank.

7. What are your opening hours?

Our Aston store is open Monday to Friday 9am until 5pm.

The Rotherham store is open Monday to Saturday 9am until 5pm.

Crystal Peaks is open Monday, Tuesday, Thursday, Friday and Saturday 9am-5pm and Wednesday and Sunday Closed.

8. How do I return/exchange my items?

If you need to exchange or return an item please call the factory shop on 0114 2513275. Our reception team will organise a replacement or refund and discuss how is best to get it to you. Please note; garments which are personalised with names or initials are non-returnable.

9. Can I have my own garments embroidered with my school's logo?

Unfortunately, this is not a service we offer. The garments must be purchased from Pinders with the school badge already embroidered.

10. Do you do work wear?

Yes! Pinders also supply work wear for companies and individuals. Please call our reception team on 0114 2513275 for more information or call in to our Aston store where you can pick up a catalogue and get help with prices.

11. How do I get my child's name printed on his/her PE kit?

Some schools allow their students to have their names/initials printed on their uniform or PE kit. You can organise this by calling our shop on 0114 2513275. Please note there is an additional charge for this service.

5. Expectations for our Academy 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 Gina Newton 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 also expected to contact Gina Newton if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by requesting the parent/carer brings in the correct uniform. If this is not followed, school will lend the pupil the correct item of clothing to wear for that day.

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.

6. Monitoring arrangements

This policy will be reviewed every three years.

7. Links to other policies

This policy is linked to our:

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