



School Uniform Policy

**Havant Academy *as part of*
The Kemnal Academies Trust**

This is a template and yellow highlighted areas must be or can be personalised to the academy.

Version: 1.0

Last reviewed: April 2023

Next review: April 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 and meet the requirements of the [Education \(Guidance about Costs of School Uniforms\) Act 2021](#) and any other subsequent legislation
- Clarify our Trust expectations for each of our academies for school uniform only (excluding appearance and jewelry)

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 (other than where a choice of uniform might lead to safeguarding issues, such as swimming)
- Make sure that our uniform costs are consistent based on pupils' age and/or size within each academy
- Enable pupils and their parents / carers to request changes for religious and cultural reasons
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents contact the headteacher 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 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:

- Keeping items of school branded uniform to a minimum whilst maintaining the school's identity
- Ensuring that all non branded required school uniform can be easily purchased from local retailers or online
- Providing a stock of 'second-hand' uniforms
- Keeping uniform consistent across the school and over time to avoid the need to purchase items more frequently
- Not having unnecessary additional uniform
- Moving quickly to non school branded PE and sportswear (considering contractual arrangements)
- Providing school branded uniform items for specific activities such as sporting activities when representing the academy

4. Expectations for school uniform

4.1 Our school's uniform

The Academy uniform for Years 7 – 11 comprises of:

- Black trousers or Havant Academy skirt. Leggings and jeans are not acceptable items of clothing for school.

- Academy blazer, with the Academy logo should be worn at all times (in the event of hot weather, students will be given permission to remove their blazer by the Headteacher).
- A Havant Academy logo (purchased from Skoolkit) can be sewn onto a plain black blazer.
- Black or grey socks with black trousers. Neutral or black tights with skirts.
- A white school shirt must be worn tucked in.
- Plain black footwear with a flat sole and a heel of no more than 2cm in height.
- An Academy clip on tie. Years 7 - 9 plain purple and Years 10 & 11 purple and grey striped.
- Plain black V-neck jumpers (no logos) can be worn under the blazer in colder weather, but not as a substitute for the blazer.
- Students may wear one pair of small gold or silver stud ear rings in the lobes of their ears. Facial jewellery is not permitted.
- **Hair** should be a natural colour/tone and extreme 'cuts' of any shape or design are not acceptable.
- Students with **long hair** must have it tied back whilst participating in all practical lessons for safety reasons.
- Discreet **make-up** is permitted in Year 10 & 11, but not in Year 7, 8 and 9.

PE Kit:

The PE Uniform for Years 7 – 11 comprises of:

- For Physical Education, all students must wear the Havant Academy PE Kit which is made up of
- Havant Academy Purple Sports Polo Top
- Plain Black Shorts/Skirt/Leggings
- Sports Socks .

Items against the school uniform policy:

- **Nail varnish** and **acrylic nails** are not allowed.
- **Hoodies** are not an acceptable item of clothing to be worn at school and are not considered an alternative to a coat.
- **False eyelashes** are not permitted in school.

4.2 Where to purchase uniform

- Parents can purchase school branded uniform items from Skoolkit [The closest Skoolkit branch is located in Havant (31 Meridian Centre, Havant, PO9 1UN).
- All school non-branded uniform items are available online and in local retailers and stores
- Second hand uniform is available via the Pastoral team office
- If parents cannot provide uniform for their child/ren due to financial constraints, they are encouraged to contact the school via the office team, senior leaders, pastoral leader or ACE tutors. The school will make every effort to support parents and carers to ensure that all children have access to appropriate uniform.

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
- 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 expected to wear their uniform smartly at all times, for example keeping shirts tucked in and not wearing sweatshirts/cardigans around waists etc...

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 labeled with the child's name
- In good condition

5.3 Staff

- Staff will closely monitor pupils to make sure they are in correct uniform.
- Staff will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Headteacher or Deputy Headteacher if the situation does not improve and sanctions may apply (see school behaviour policy).
- 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.

5.4 Governance

The Trust Board and Local Governing Body 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 Local Governing Body will 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 4 years, as per the Trust procurement and contract procedures

6. Monitoring arrangements

This policy will be reviewed every two years. At every review, it will be adopted by the Governing body.

7. Links to other policies

- Behaviour policy
- SEND policy
- Safeguarding policy
- Anti-bullying policy
- Complaints policy
- Equality statement