

Horizons Academy Bexley

SCHOOL UNIFORM POLICY

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| Responsible post holder | Jane Baldwin |
| Approved by / on | Grant Monaghan/September 2023 |
| Next Review | July 2025 |

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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
- Clarify our expectations for school uniform

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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex or gender.
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch the relevant Head of Keystage as detailed below:
 - Dean.Ashby@horizons.lseat.org.uk – Primary and Medical needs
 - Jack.stephen@horizons.lseat.org.uk – Key stage 3
 - Stuart.Sheaf@horizons.lseat.org.uk – Key stage 4

who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 generic and available at a reasonable cost so that parents/carers do not incur additional costs when their child joins the school

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 and/or long-lasting items, such as ties

- 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 leveller
- Avoiding different uniform requirements for different year/class/groups
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and 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 school uniform

4.1 Our school's uniform consists of:

Horizons Academy Bexley has clear uniform expectations which must be adhered to on a daily basis:

- Black shoes/trainers
- Black trousers (no jeans, tracksuit bottoms, combats or clothing made from alternative materials) to be worn on the waist at all times and only 1 pair at a time is permitted.
- No shorts or tracksuit trousers are permitted to be worn underneath school trousers
- Primary pupils can wear grey school trousers or grey or black front pleat school shorts in the summer term.
- Black knee length skirts
- White or black plain knee length socks or black/white tights
- White Shirt/polo for Secondary or long-term pupils (if a pupil wishes to wear a t-shirt under their shirt, this must be plain white only)
- Plain white polo shirts for Primary or Home school uniforms.
- Black jumper for Secondary pupils (No hoodies, No named brand logos, cardigans etc.)
- All other clothing and accessories will be handed in when the pupil enters the school site e.g. caps, hats, gloves, scarves, jackets, hoodies etc.
- pupils are allowed to change into school shoes upon arrival
- Purple school fleece or jumper with Horizons logo to be worn outside at breaks/lunches. If provided by the school then this must be returned at the end of each school day. If a pupil loses or damages a fleece belonging to the school, a replacement cost will be incurred.

We further expect the following:

- Make-up should be worn sparingly and should not prove as a distraction to other pupils. Make up should not be applied or used during lesson time unless related to an option (e.g. hair and beauty).
- No coloured nail varnish is not permitted
- All nails to be kept at no more than fingertip length, natural make up only

- No false eyelashes unless there is an evidential medical reason to do so as pre-agreed by the Head of Key Stage.
- All fizzy/energy drink will be handed in

Pupils will not be allowed to access their school bags during the school unless in the case of an emergency. This means pupils will not have access to items handed in the morning for example; energy drinks or make up.

If pupils arrive at school out either fully or partially out of uniform, they will be expected to rectify their uniform before being allowed into lessons. Parents/carers of pupils will be contacted upon arrival at school to request delivery of correct uniform or to facilitate the removal of disallowed items (e.g. false nails, eyelashes etc). Pupils will be offered spare uniform items, if available.

Pupils will remain in the Intervention or Reflective Learning Space until delivered, items are removed or until correct uniform is supplied to prevent missed learning wherever practically possible. If a pupil refuses to comply with the uniform expectations, parents/carers will be contacted to allow them to make next steps decisions.

Parents/carers should discuss any barriers to supplying the full uniform with the Head of Key Stage or home school if uniform.

All Refocus pupils should wear their home school uniform as it is supposed to be worn. If they do not have a home school due to PEX, they will be expected to follow Horizons uniform depending on Primary or Secondary. All additional clothing and accessories must be handed in at the beginning of the school day.

All pupils partaking **in PE** must have alternative and appropriate clothing for these sessions which is as follows:

- **Refocus pupils:**
 - Home/previous school PE kit
 - Black shorts, plain white polo/t-shirt
 - Trainers
- **Long Term Key Stage 4 – BTEC PE Option:**
 - Black shorts
 - Plain white t-shirt/polo
 - Trainers

Jewellery

We expect all pupils to follow our Health and Safety guidance in relation to wearing jewellery in school. Pupils can choose to hand any items of jewellery not permitted at the start of the school day but they do so at their own risk and Horizons Academy does not accept any liability for items that are lost or damage incurred through their choice to wear to school.

Jewellery permitted is as follows:

1. No hoop earrings, small studs only. 1 pair only.
2. No other body piercings are allowed, e.g. nose, tongue, eyebrow piercing, lip, belly
3. No large belt buckles.
4. No rings

5. No bracelets
6. 1 watch. I-Watch is not permitted
7. No jewellery can be worn that may be used as a weapon.
8. No jewellery that is inappropriate (e.g. cannabis leaves, profanities or offensive)
9. Items of religious jewellery can only be worn discreetly under uniform or displayed as part of an agreed act of worship at the school.
10. Any other jewellery is expected to be removed and returned at the end of the day if it presents as a distraction to pupils or is contrary to this list.

If pupils choose to arrive at school and not follow the jewellery expectation, they will be asked to remove them before they are permitted to enter. Parents/carers of pupils will be contacted upon arrival to school to request support or to facilitate the removal of disallowed jewellery. pupils will remain in the Intervention or Reflective Learning Space until items are removed to prevent missed learning wherever practically possible. If a pupil refuses to comply with the jewellery expectations, parents/carers will be contacted to allow them to make next steps decisions.

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)

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:

- In good condition

Parents are also expected to contact jane.baldwin@horizons.lseat.org.uk 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 and offer any necessary support where required, but will follow up with the headteacher if the situation doesn't improve.

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 Trust

The Trust 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.

6. Monitoring arrangements

This policy will be reviewed every two years by the Headteacher.

7. Links to other policies

This policy is linked to our:

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