CAMBRIAN

Nurturing Growth - Inspiring Minds

School Uniform Policy

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This document applies to all academies and operations of Cambrian Learning Trust.

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Document Control			
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In this document:

Parent refers to:

- Any person who has parental responsibility for a child / young person
- Any person who has care of a child / young person (i.e. lives with and looks after the child/young person)

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, King Alfred's Academy will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in.
- 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 medically supported 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 with their Student Manager via

enquiries@kas.cambrianlt.org, 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

King Alfred's Academy has a duty to make sure that the uniform we require is affordable, in line with statutory guidance from the Department for Education (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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 good price.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents
- Is machine washable

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible, for example, by only asking that the blazer, worn over the jumper, features the school logo
- 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/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling 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 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

Uniform for All Students

King Alfred's Academy Uniform consists of:

- Compulsory navy blazer with KAA badge (available from PMG Schoolwear – contact details below)
- White (long/short) sleeved shirt
- Tailored plain dark grey school trousers or dark grey skirt which must be of an appropriate length – skirts must be longer than the blazer and not rolled up. One simple black belt if needed. (Unacceptable trousers include those wider than shoes, skinny trousers, jeans, chino style trousers and those with large exposed buttons or zips.)
- Tailored dark grey shorts
- Clip on King Alfred's Academy tie, with House colour embroidered on the logo (also compulsory and available from PMG Schoolwear)
- An optional plain navy V-neck jumper to be worn under the blazer
- Plain black shoes or ankle boots with heels of a suitable height and no coloured markings (no platform heels, sandals, backless or strapless shoes, trainers or canvas pumps).
- Plain socks and/or black tights/leggings under skirts/trousers for girls (to support in cold weather).
- Coats are needed in cold weather. These should be without inappropriate logos and design features. Hoodies, denim or leather jackets and any other inappropriate or non-weatherproof coats are not permitted. All outdoor clothing (coats, gloves, scarves, etc.) should be removed on entering the classroom.

'Academy Pledge' - Commitment to Students and Parents

The Academy is committed to supporting every student in meeting uniform expectations and therefore pledge to offer loaned uniform items or offer assistance in correcting uniform issues wherever possible. Our priority is keeping students in lessons.

Removal from lessons into the Reset Room will only occur if a student refuses to comply with reasonable support. If a student is placed in Reset, they will work under supervision until the situation is resolved.

If in any doubt about any aspect of the dress code, please ask the Student Manager for your child's year group before committing to a purchase or allowing your child to commit to a change in appearance.

Dress Code for Year 7 – 11 Students

- Years 7-8 are allowed a watch and two stud earrings in each ear only – no other studs are allowed. They are not allowed any other jewellery.
- Years 9-11 are allowed no more than two stud earrings in each ear. They are allowed one ring and one bracelet only. Students are not allowed face or body piercings. Any items are worn at own risk and students will be required to remove all jewellery for PE.
- Make up should be subtle. False eyelashes are not allowed. Students with excessive amounts of make up on will be asked to remove it. Nails should be 'natural' i.e. no varnish or acrylics for any student in any year group.
- Hair should be of a sensible length, style and natural colour (at the discretion of the academy). Extremely short razor lines cut into the hair or non-natural colours are unacceptable.
- Students need a rucksack or a bag large enough to carry A4 books and files.

Equipment

Students are expected to bring the following equipment each day to ensure they are fully prepared for learning:

- Pencil Case
- 2 x Pens (blue or black)
- 2 x Red pens
- 2 x Pencils
- 1 x Pencil Sharpener
- 2 x Whiteboard Pens (blue or black)
- 1 x Rubber
- 1 x Ruler
- 1 x Scientific calculator*
- 1 x Reading book
- A protractor
- A pair of compasses

*We would recommend the Casio fx-83GTCW ClassWiz model, but similar models are fine

PE Kit

Indoor Sports Kit - For lessons, electives and fixtures

Boys – navy or black shorts, King Alfred's Logo navy PE top (from September 2024, all new Year 7 students must wear the school's logo PE top. From September 2025, all

existing years must wear the school's logo PE top). No hoodies, no zips, black or grey socks, plain trainers

Girls – navy or black shorts (that come down to the thigh i.e. Nike Pro size 13cm) or skorts, King Alfred's Logo navy PE top (from September 2024, all new Year 7 students must wear the school's logo PE top. From September 2025, all existing years must wear the school's logo PE top). No hoodies, no zips, no tights. Black or grey socks, plain trainers.

- Plain navy blue (or black) sports leggings
- Plain navy blue (or black) tracksuit bottoms

Outdoor Sports Kit - For lessons, electives and fixtures

- Plain navy blue or black long sleeved under layer to be worn underneath PE top
- Navy blue/black plain outer garment fleece - no hoods, no zips.
- Plain navy blue (or black) sports leggings
- Plain navy blue (or black) tracksuit bottoms
- Plain navy blue (or black) cycling shorts (must come down the thigh i.e. Nike Pro size 13cm)
- Football boots are required for most outdoor activities. However, we advise that you do not purchase them until your daughter/son is about to begin these activities (PE staff will inform them in advance). The PE department has a limited supply of boots which can be loaned if required.

Additional Sports Kit

- For swimming (Year 7 and Year 8 only) all students will require a swimming costume, a towel and a swimming hat. Boys are not allowed to wear long shorts in the pool and girls must wear a one-piece costume.
- Football boots are required for most outdoor activities. However, we advise that you do not purchase them until your daughter/son is about to begin these activities (PE staff will inform them in advance).
- Gum shields – the PE department holds a stock of gum shields available to buy at a reduced rate.
- Shin pads – the PE department holds a stock of shin pads available to buy at a reduced rate.

Optional Items

- Navy blue outer garment with King Alfred's logo (Unisex Fleece or Unisex Rugby Top)
- Navy blue matching panelled shorts with King Alfred's logo. A 'Skort option' is also available.
- Mid-layer with King Alfred's logo
- Base-layer with "King Alfred's" vinyl on sleeve

- Navy blue Unisex ‘Drill/Splash’ Jacket with King Alfred’s logo
- Navy blue/black plain outer garment fleece

Health and Safety in PE

- Sports watches: In adherence to our Physical Education (PE) kit policy, students are permitted to wear sports watches, where safe to do so during class to track and monitor their physical activity levels and progress. However, it's important to note that students do so at their own risk, taking responsibility for the care and security of their personal devices.
- As part of our Physical Education (PE) kit policy, students are required to remove all jewellery and securely tie up their hair to ensure safety during physical activities.
- Students will be required to securely cover any permanent jewellery, including bracelets, to ensure safety during active participation in physical activities.

Summer Uniform Order

In Term 6, ‘Summer Order’ consists of the following uniform:

- Shirt (long or short) sleeved tucked into trousers, shorts or skirt
- Tailored trousers, tailored shorts or skirt
- Plain black leather shoes or ankle boot.

Blazers and ties will not need to be worn.

If the temperature becomes excessive then the Headteacher will reserve the option to allow students to wear PE kit.

This decision will be published within communications with parents.

Sixth Form Dress Code

Trousers and shorts should be smart and can include denim. Ripped, distressed jeans, sheer leggings, beach style shorts and ‘hot pants’ are not allowed.

Dresses and skirts must be of an appropriate length. Any form of midriff baring tops, crop tops, strapless/bandeau tops, boob tubes and Bardot style tops worn off the shoulder are all considered inappropriate for the school environment, and are not allowed.

Appropriate shoes must be worn. Sliders and flip flops are not allowed.

4.2. Where to purchase it

The pre-badged blazer, tie and PE top are the only compulsory items and they can be bought from the Academy’s uniform supplier, PMG Schoolwear. All other items may be bought from a variety of retail outlets, although PMG Schoolwear can supply approved versions of all the above garments. This is in line with other schools and DfE recommendations.

King Alfred's have a small stock of quality second hand uniform available. Any requests for support in obtaining uniform can be made (in confidence), through the Student Manager for your child's year group.

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
- 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 their Student Manager via enquiries@kas.cambrianlt.org if they want to request an adaptation of the uniform policy in relation to their protected characteristics.

5.2. Parents

Parents 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 their child's Student Manager via enquiries@kas.cambrianlt.org if they want to request an adaptation of 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 wherever possible
- Dealt with in accordance with our school's complaints policy if necessary

King Alfred's Academy will aim to work closely with parents to arrive at a mutually acceptable outcome.

5.3. Headteacher, Leadership and Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and their parents breaching the uniform policy the opportunity to comply but will follow up with senior leaders/the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with under the school's Behaviour policy.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff and leaders will take a mindful and considerate approach to resolving the situation.

5.4. Local Governing Committees (LGCs)

The LGC will review local arrangements and make sure that this policy:

- Is appropriate for the 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 Governors 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 locally by LGCs annually and approved by Trustees every 3 years.