School Uniform Policy 2025-28

REVIEW TIMETABLE

The Policy will be reviewed either: • Every three years • When statutory guidance changes • When incidents may dictate the need for review		Date
Policy created by:	Sarah McGarvey/ Mathew Rogers	September 2023
Policy updated by:	Mathew Rogers: Page 5: addition of information relating to free blazer offer for Year 7 pupils to help with costs Page 6: addition of the phrase 'or cultural' in terms of specific items of dress requested by parents and pupils Page 7: addition of information about our uniform store and rules around the return of uniform on the day loaned out	September 2024
Policy updated by:	Mathew Rogers: Page 6: update of cost principles with clarity on	May 2025

	'branded' versus 'non branded' items of school uniform	
School policy ratified by Local Governing Board by:	Jo Egerton	July 2025

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1. Statement of Intent

The Albion Academy believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all students, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all students, and is affordable and the best value for money for the school and students' families.

We believe that students learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

2. Legal Framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2024) 'School uniforms: Guidance for Schools'

This policy operates in conjunction with the following school policies:

- Parental Communication & Respect Policy
- Complaints Policy
- Behaviour & Respect Policy

3. Roles and Responsibilities

The Local Governing Body is responsible for:

- Establishing, in consultation with the principal and school community a school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive and does not disadvantage any student by virtue of their protected characteristics or socio-economic status.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.

The Principal is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a student is in breach of the school uniform policy.
- Listening to the opinions and wishes of the school community regarding the uniform and making appropriate recommendations to the governing board.

Staff members are responsible for:

- Ensuring that students dress in accordance with this policy at all times.
- Disciplining students who are in breach of this policy.
- Ensuring that students understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents/carers are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Ensuring that their child's uniform is clean and presentable.

Students are responsible for:

- Wearing the correct uniform at all times, unless an exemption has been granted.

4. Cost Principles

The school is committed to ensuring that its school uniform is affordable and accessible to all students and does not place an unreasonable financial burden on parents/carers by having only three compulsory branded items plus a tie.

In accordance with the 'School Admissions Code', the principal will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a student, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents/carers will need to purchase multiples of certain items, e.g., shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps variations in school uniform for different groups of students, e.g. year group specific ties, to a minimum where possible to ensure that students can get the most wear out of their uniform possible and that parents/carers can pass some items down to younger siblings.

The school keeps compulsory branded uniform items to 3 items plus a tie. These are a branded blazer, PE top and PE shorts. There is also an optional branded V-neck jumper with the school logo on.

This in line with DfE guidance and is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school decides to

require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible.

The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents/carers where possible. More information on supplier processes can be found in the 'School uniform supplier' section of this policy. As far as budgets will allow, the school will also provide a free blazer for every student starting in Year 7 in the school, securing best value for this blazer for the school through conducting a survey of prices from its range of suppliers before making a decision as to which supplier to use.

The school will not amend uniform requirements regularly and will take the views of parents, carers and students into account when considering any changes to school uniforms.

5. Equality Principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully seriously and aims to ensure that the uniform policy is as inclusive as possible.

The school will work to ensure that school uniform's cost does not disproportionately affect any students by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles detailed in **Section 4**.

The school implements a gender-neutral uniform, meaning that students are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records.

The school ensures that students who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes. However, it will ensure that the needs and rights of individual students are weighed against any general uniform standards as well as health and safety concerns for the entire school community.

Parents/cares' concerns and requests regarding religious or cultural clothing are dealt with on a case-by-case basis by the Principal.

The school ensures that the needs of students with SEND and/or sensory difficulties are considered in the uniform policy and individual adaptations to the uniform will be considered and maybe permitted where possible. Again, this is dealt with on a case-by-case basis by the Principal.

6. Complaints and Challenges

The school endeavours to resolve all uniform complaints informally at Stage (1) in our Complaints process, in accordance with the schools Complaints Policy, available via our website.

7. School Uniform Suppliers

Our current school uniform suppliers

- McLellan Clothing (Online Store)

- Mal's Schoolwear, 77 Pendleton Way, Salford Shopping Centre, M6 5FW
- Whittakers Schoolwear 123-125 Chorley Road, Swinton, M27 4AA

The school will retender the uniform contract every three years, whether changes to the uniform are made or not, in line with the Trust's Finance Policy. The Principal will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples.

8. Uniform Assistance

School uniform can be expensive even though we try to keep our uniform as affordable as possible, we understand uniform can be an added financial constraint.

Uniform exchanges are an initiative gaining traction across the country that let parents/carers donate their old or unused uniform and exchange for ones that fit for free.

The school runs a fully funded uniform store for loans of fresh uniform to pupils, available on a daily basis following our line ups. These items are loaned for the day but must be returned to the school at day end. Failure to return these items may result in the school charging for items via Parent Pay, working on the assumption that the Parent and Pupil have purchased the items permanently.

The school also encourages the recycling of uniform no longer required for parents to access. Parents/carers are invited to donate their child's uniform when they no longer need it. Donations (must be clean and in good, wearable condition) can be dropped off at Visitor Reception.

Parents/carers can access pre-loved uniform by contacting us our 'Talk with the Albion Academy' page on our website, letting us know what items and sizes are required. We will do our best to provide the items requested or signpost you to local and school will email you back when your items are ready for collection or alternatively students can collect in confidence from Student Services.

The local authority also run a free uniform exchange via the local gateways the nearest gateway to school is Pendleton Gateway, 1 Broadwalk, Salford, M6 5FX. Wood Street Mission are also a local charity who offer uniform support to families. Support can be accessed via the 'Talk with The Albion' contact form on our website

9. Non-compliance

Staff members are permitted to discipline students for breaching this policy, in accordance with the school's Behaviour & Respect Policy.

The principal, or a person authorised by the principal, is permitted to ask a student to briefly go home to remedy breaches to the school's uniform if the issue cannot be resolved through a loan from our own uniform stores. When deciding whether to allow a student to return home, the school

considers the student's age and vulnerability, the length of time it will take, and the availability of the student's parents/carers.

Where a student has been sent home to rectify uniform breaches, the absence is recorded as 'authorised'. If a student repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence is counted as 'unauthorised'. If a student returns home to rectify uniform breaches and defies a direct instruction to come back to school the school will use its Behaviour & Respect Policy to consequence the pupil for an act of truancy. Parents/carers will be notified in all cases and asked for support.

10. School Uniform

The school uniform for Years 7 – 11 students is as follows:

- Black school blazer with academy logo (this should be clean and tidy, and in good repair)
- Optional school jumper with Albion Academy logo
- White shirt with long or short sleeves
- Academy tie
- Plain black school trousers (jeans/chinos/lycra trousers are not allowed)
- Plain black socks (no frills or bows) or plain black tights (at least a 40 denier)

- **Plain black polishable school shoes with no fashion or branded logos.**

- All students will be expected to carry a backpack to ensure that they have all their equipment and PE kit. We will not allow satchels or handbags as acceptable school bags. As a rule of thumb, the backpack must be large enough to fit an outdoor coat.

- Plain outdoor coat or jacket

PE Kit Requirements

- Black polo shirt with academy logo.
- Either Albion Academy badged performance training and team wear (quick dry) shorts or Albion Academy badged performance training and team wear (quick dry) leggings.
- Black or white tennis/ankle style sports socks.
- Trainers suitable for use on the Multi Use Games Area (MUGA), Sports Hall and Fitness Suite. Fashion trainers/pumps are not suitable for PE.
- Artificial ground (AG) or multi ground (MG) studded boots are highly recommended for use on the 3G pitch. As a general rule, AG or MG football boots have short, plastic studs which can work effectively on both dry grass fields and artificial grass pitches. Soft ground (SG) football boots with metal studs are not suitable.

During the Autumn and Spring terms, students are permitted to wear the following items in cold weather:

- Plain black jogging bottoms

- Black base layer style/thermal leggings worn underneath Performance training and team wear (quick dry) shorts.
- Plain black jumper or hoodie

Hairstyles

Extreme hairstyles are not permitted. This will be at the school's discretion. If you would like any more information, please contact your child's Head of Year or the Assistant Principal Pastoral for KS3/KS4.

The following are NOT permitted.

- Hair which has been dyed an extreme colour.
- Styles where lines and/or shapes are cut into the hair.
- Hair extensions which are extreme in nature.

Hair should be clean, well brushed and neat. Hair should not cover the face. Any hair accessories must be black or white and discreet.

Jewellery & Make-Up

Students are not allowed to wear any jewellery including earings, rings and/or bracelets. A wristwatch may be worn.

Students are not allowed any visible tattoos and students wearing make-up will be asked to remove it.

Religious Observance

Students whose religion requires them to cover their heads with a scarf or cap are permitted to do so provided it is in plain black or white and does not hide the face.

11. Adverse Weather

There will be reasonable adjustments made to the uniform in light of adverse weather conditions. should we have excessive heat, students will be allowed to remove their blazer and possibly ties. This will at the Principal's discretion.

12. Labelling

Students are responsible for their uniform and equipment whilst in school. To avoid any loss of uniform items, lower school students' uniform should be clearly labelled with their name.

Any lost clothing will be taken to the lost property box in Student Reception. All lost property is retained for one half term and is then disposed of/given to charity if it is not collected within this time.

13. Monitoring and Review

This policy is reviewed every three years by the Local Governing Body, when statutory guidance changes or as incidents dictate.