



**DROYLSDEN**  
Academy

# Uniform Policy

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## **1. Introduction**

At Droylsden Academy, we believe that wearing a formal school uniform:

- Promotes a positive attitude to learning;
- Gives our students a sense of pride and belonging as members of our school community;
- Gives our students an understanding that, for the vast majority of people, there are expectations as to their appearance and dress at work;
- Removes the financial pressures on parents and carers of having to buy expensive fashion items for school; and
- Promotes equality through conformity, especially for those students from less financially advantaged families who may not be able to afford designer labels or clothing.

## **2. Aims**

The aims of this Policy are to:

- Detail and list our uniform requirements and expectations;
- Confirm and demonstrate our commitment to ensuring that the Academy uniform is reasonably priced and represents good value for money; and
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010.

## **3. Our legal duties under the Equality Act 2010**

The Equality Act 2010 prohibits discrimination against an individual based on the designated protected characteristics, which include sex, race, religion or belief, and gender reassignment.

To avoid discrimination, the Academy will:

- Give all pupils the opportunity to wear the uniform from our prescribed list that they feel most comfortable in or that most reflects their self-identified gender;
- Make sure that, where possible, our uniform costs the same for all pupils;
- Allow all pupils to have long hair, although we reserve the right to ask for this to be tied back;
- Allow all pupils to style their hair in a way that makes them feel most comfortable but is appropriate for school. Extreme hair styles, however, or hair dyed an unnatural colour will not be permitted;
- Allow pupils participating in swimming, through their chosen elective, to request changes to swimwear for religious reasons;
- Allow pupils to wear headscarves and other appropriate religious or cultural symbols; and
- Encourage parents to contact Mrs Arnold, Deputy Headteacher, if they have any questions concerning the Academy Uniform Policy or concerns relating to equality or perceived inequality.

## **4. The Academy uniform requirements**

### **(a) Uniform**

All students must wear:

- Academy teal coloured blazer with embroidered logo on top left pocket
- Academy tie
- Black and purple PE/Games shorts
- Black and purple PE/Games top with embroidered Academy logo
- Black PE/Games socks
- Plain black shoes with no motifs, stripes or logos and no heel (trainers or boot style shoes which go above the ankle are not permitted)

All boys or students who identify as male should wear:

- White long or short sleeved shirt
- Grey or black formal trousers with side pockets
- Black socks

All girls or students who identify as female should wear:

- The grey tartan skirt worn correctly as designed or black formal trousers with side pockets. Tight or 'skinny' trousers are not permitted.
- White long or short sleeved blouse with a top button
- Black socks or black tights

**(b) Optional items of uniform:**

- Charcoal grey pullover with school teal coloured trim
- Black track suit bottoms with embroidered Academy logo may be worn for PE rather than shorts if students wish
- Outdoor PE 'hoodie' with Academy logo
- Head scarves or turbans, if worn, should be black or charcoal grey

The Blazer, PE/Games Shorts and Top and the Academy Tie must be purchased from one of our uniform suppliers, as should optional items including the pullover, track suit bottoms and outdoor 'hoodie', as they all have the embroidered Droylsden Academy logo or trim.

We currently have two main suppliers, 'Monkhouse' and 'Top Marks' who are named on our Website and detailed in this Policy. We have also authorised 'Panache' in Droylsden to stock our uniform. Further information about our suppliers can be found below.

**(c) Make-up, Jewellery and Hair**

The following points apply to all students:

- The wearing of make-up and jewellery is not allowed in the Academy
- A wrist watch may be worn
- No form of visible body piercing is allowed including nose, lip and tongue rings or studs
- Whilst students may have long hair, we reserve the right to ask for this to be tied back
- Students may style their hair in a way that makes them feel most comfortable and that is appropriate for school, although extreme styles such as shaved heads or patterns shaved into the scalp will not be permitted
- Hair dyed an unnatural colour will not be permitted

#### **(d) Our Suppliers**

We currently have two main suppliers, 'Monkhouse' and 'Top Marks' who are named on our Website and detailed in this Policy. We have also authorised 'Panache' in Droylsden to stock our uniform.

##### **Monkhouse**

217 Chestergate  
Stockport  
SK3 0AN  
Tel: 0161 476 7210

27 Union Street  
Oldham  
OL1 1XS  
Tel: 0161 627 0417

##### **Top Marks**

82 Old Street  
Ashton-under-Lyne  
OL6 7JR  
Tel: 0161 343 2900

Parents can order uniform online from both our suppliers, and have it delivered to school through 'Click and Collect', or visit the shop themselves to make a direct purchase. We also offer six opportunities to visit 'pop-up' shops at the Academy, run by our suppliers, throughout the summer holiday.

Other than for the Academy Tie, we do not hold our own uniform stock and sell directly to parents or carers. Uniform can only be purchased through our Suppliers. Hence, there are no issues around pricing or price 'mark-ups'.

#### **5. Our expectations of students and parents and carers**

##### **(a) Students**

Students are expected to wear the correct uniform at all times whilst:

- On the school premises;
- Travelling to and from school; and
- Taking part in out-of-school events or on trips that are organised by the school, or where they are representing the school as required.

Students should contact Mrs Arnold, Deputy Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

##### **(b) Parents and carers**

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that it is:

- Clean;
- Clearly labelled with the child's name; and
- In good condition.

Parents are also asked to contact Mrs Arnold if they want to request an amendment to the uniform policy in relation to their child's protected characteristics. Similarly, they should contact Mrs Arnold if wish to discuss the cost of uniform or any issues around financial hardship and affordability.

The Academy will always work closely with parents and carers to resolve any issues or concerns around uniform but, where agreement is not possible, parents and carers should follow the Academy complaints procedure if they are unhappy at the outcome or decision of the school.

## **6. Checking standards of uniform**

All students are checked each morning to ensure that they are wearing the correct uniform. Teaching staff will also monitor standards of uniform throughout the day. Students not wearing the correct uniform will be directed to Student Services where they may borrow items that they need or contact home and ask for items to be brought to school.

Students who refuse to correct their uniform will not be allowed into mainstream classes and will, instead, receive provision in the Isolation room. Year Teams will also contact home to discuss the situation.

Support will be provided for students and families if non-compliance with our uniform requirements is due to financial hardship.

## **7. Limiting the cost of our uniform**

The Academy has a duty to ensure that, in line with statutory guidance from the Department for Education, the cost of our uniform is affordable for our families.

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 or design, cannot be purchased from a wide range of retailers and that requiring many such items limits parents' ability to 'shop around' for a lower price.

### **(a) Branded or distinctive items**

We have limited the number of branded or distinctive items that families are required to buy from our suppliers to those listed below.

- The Academy Blazer
- The Academy PE Shorts and PE Top
- The Academy Tartan Skirt for those students who wish to wear a skirt
- The Academy Tie

As detailed in section 3, there are optional branded uniform items including the Academy pullover and the PE tracksuit bottoms and 'hoodie'.

The remaining 'generic' items of uniform can be purchased from any retailer.

### **(b) The Academy Suppliers**

We currently have two main suppliers, 'Monkhouse' and 'Top Marks' as detailed in Section 4 of this Policy. We have also authorised 'Panache' in Droylsden to stock our uniform.

Top Marks and Monkhouse supply numerous schools and apply a fairly consistent pricing policy across the schools that they serve. As such, uniform cost should not be a factor that families need to take into account when choosing Droylsden Academy as the costs across other local schools are roughly the same.

As detailed above, non-branded generic items of uniform can be purchased from any retailer and not just our main suppliers.

A recent LA survey across Tameside schools (January 2022) revealed that the cost of the Academy Uniform is competitively priced, in line with most schools and cheaper than some which had more expensive uniform requirements or suppliers.

### **(c) A consistent approach across all year groups**

Uniform requirements are the same for all year groups and, as such, parents do not have to buy new 'year specific' items as their child moves up through the school. Although different year groups have different colour ties, each year group retains its assigned tie colour as the cohort move up through the school until they reach Year 11. When students reach Year 11, they are given a new distinctive Year 11 tie free of charge.

### **(d) Support for families who may be facing financial hardship**

All students in each Year 7 intake who are eligible for FSM are automatically sent a £50 voucher towards the cost of their uniform when they start at the Academy. Similarly, every July, a letter is sent to all families of students eligible for FSM in Years 7 to 10, asking them to contact the Academy if they would like a £50 voucher to buy replacement uniform for the new academic year. We also provide financial support for families, as and when the need arises, during the academic year.

We do encourage families to donate any second-hand uniform and have a limited stock available which is either lent out to students who arrive at school incorrectly dressed or, if in good condition, given to students as required.

We would encourage any families facing financial hardship to contact their child's Year Team if they are having difficulties in purchasing uniform.

### **(e) Changes to the Academy uniform**

We recognise that making changes to school uniform can incur costs for families.

There have been no changes made to the Academy uniform since 2017 when, after consulting with parents and carers, we introduced the tartan skirt. The tartan skirt was introduced into Year 7 and then into other year groups as this cohort moved up through the school, so avoiding the necessity for older students to replace their grey skirts for the new one.

There are currently no plans to make any changes to the Academy uniform. Should this change, there would, of course, be a consultation with students, parents and carers.

## **8. The roll of the Governing Body**

The Governing Body will ensure that this policy:

- Offers a uniform that is appropriate, practical and safe for all pupils;
- Remains appropriate for our school's context;
- Is implemented fairly across the school; and will
- Take into account the views of parents and pupils should any changes be planned.

## **9. Monitoring arrangements**

Governors will review this Policy annually to ensure that it remains appropriate to the needs of the Academy, students and families.

## **10. Links to other policies**

This Policy is linked to our:

- Behaviour Policy
- Anti-Bullying Policy
- Complaints' Policy and Procedure