



# Thinking Schools Academy Trust

## ***“Transforming Life Chances”***



## Uniform Policy

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## Introduction

At the Portsmouth Academy we pride ourselves on being smart, well presented and ready for learning. It is our school policy that all student wear school uniform when attending school, or when participating in school organised events such as educational visits or sporting competitions unless parents are informed otherwise. We ask students to wear a school blazer, school tie and have their shirts tucked in and to take a pride in their personal appearance.

Our uniform standards are high, and our uniform is inclusive and smart. We expect parents to ensure that students arrive at school in correct uniform. We uphold strict standards to ensure every student attends an equal and fair school environment, this supports us to ensure that appearance does not advantage or disadvantage any child based on fashion choices, social-economic weather or body shape / size.

Some items of uniform can be bought from our uniform supplier, whilst others are easily available, at competitive prices, at local retailers including supermarkets. A complete list of the items needed for school uniform including those for Physical Education, is contained within this policy.

### 1. Aims

Our uniform identifies us as a community and reinforces our culture of high expectations and academic achievement. All pupils are expected to dress in full school uniform as this is an important part of our ethos and culture.

**“We believe that the wearing of a school uniform enables students to identify with their school, gives a sense of belonging, is practical and smart, reinforces a positive work ethos and reduces expenditure for parents / carers”.**

**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 avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for school uniform

### 2. 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 understand that items with distinctive characteristics (such as branded items, or items that have 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 low price.

Therefore, we have carefully considered the expectations for uniform and have considered the following:

**We will make sure our uniform:**

- Is available at a reasonable price
- Provides the best value for money for parents/ carers

### We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Considering cheaper alternatives to school branded items, as long as this does not compromise quality and durability
- Avoiding specific requirements for items so pupils could also wear at the weekend and in the school holidays 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 groups
- Avoiding different uniform requirements for extracurricular 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 such as change of colour or a significant increase in cost.
- Regularly reviewing our agreements with our uniform suppliers to ensure best value for money

### 3. Expectations for school uniform

#### 3.1 Our school's uniform

All uniform should be clearly labelled with the child's name

To support parents and carers with choosing suitable items, we have provided links to our suppliers' website for examples of what is acceptable attire as a guide.

Please see the pictures on the last page to see the expectation of how the uniform should be worn to school.

Item	Description	
Blazer	Grey blazer with blue trim and Academy logo. Available from our uniform suppliers only. As the uniform includes a blazer, outdoor coats – including hoodies, denim and leather jackets are not to be worn at school.	<b>Compulsory</b> and must be purchased from our uniform suppliers
Shirts	Plain white shirt with collar (not fitted, tailored or blouses). Both long-sleeved and short-sleeved are acceptable. No logos are allowed on shirts. Shirts should be worn with all buttons (including the top button) always done up. They must also be long enough to fully tuck into trousers/skirts.	<b>Compulsory</b> and can be purchased from our uniform suppliers or from high street retailers such as supermarkets
Tie – KS3 (Y7 - Y9) Tie – KS4 (Y10 & Y11)	Black with Academy logo and House Colour Blue with Academy logo	<b>Compulsory</b> and must be purchased from our uniform suppliers

Skirt	Black box pleated knee length skirt. Skirts are not to be rolled up and are to just above the knee. (No other style of skirt, including Lycra material)	<b>Compulsory</b> and can be purchased from our uniform supplier or from high street retailers such as supermarkets
Trousers	Trousers must be straight-legged and be plain black material only, i.e., no tapering (getting thinner) or flaring (widening) towards the ankle. Trousers that are skinny fit/skin-tight, denim, made of heavy cotton material, contain Lycra, or similar stretchy / elastic fabric that would cause them to look skin-tight/tapered or with logos are not acceptable. Trousers should not have additional buttons / zips / sequins / rips / studs / poppers / makers' labels or names on them. Trousers should be worn to the waist and not be worn in a low-slung manner. They must also be long enough to reach the top of the shoe when standing.	<b>Compulsory</b> and can be purchased from our uniform supplier or from high street retailers such as supermarkets
Shorts (optional)	Shorts, if worn, must be tailored, knee length and black. No sports shorts (other than TPA PE shorts after May half term) or Lycra shorts are allowed.	<b>Optional</b> and can be purchased from our uniform suppliers or from high street retailers such as supermarkets
Jumper (optional)	Grey V neck jumper (no hoodies, no sweat top with logos) This is not instead of wearing your blazer.	<b>Optional</b> and can be purchased from our uniform suppliers or from high street retailers such as supermarkets
Socks / tights	Plain white or black socks – no sports logos / plain tan or black tights. Leggings are not tights and should not be worn as an alternative	<b>Compulsory</b> and can be purchased from our uniform suppliers or from high street retailers such as supermarkets
Shoes	Black enclosed shoes. Plain black formal shoes or fully black leather trainers (no visible logos, no boots, no sandals, no other coloured trainers or canvas shoes allowed)	<b>Compulsory</b> and can be purchased from our uniform suppliers or from high street retailers such as supermarkets
Head coverings	Plain black head coverings	
Jewellery	For safety reasons, only one pair of small (<3mm) plain metal (silver or gold) stud earrings can be worn. Students are permitted to wear a necklace of religious significance which must be worn under their shirt and taken off for PE.	
Piercings	For safety reasons, only one pair of small (<3mm) plain metal (silver or gold) stud	

	earrings can be worn They must be removed for PE. No facial piercings permitted within the Academy.	
Make up	Must be discreet. No false eyelashes are to be worn.	
Watches	Watches can be worn. They will need to be removed for sport and exams as necessary and are brought to school at the owner's own risk.	
Nails	Students are not allowed to wear acrylic nails. No nail varnish is to be worn.	
Hair	No extremes of hair fashion. IE, No patterns, shaved heads, or obvious dyeing of the hair. Hair should look natural. Multiple plaits/braids should be of natural colour and should be tied back in some subject areas.	

#### PE kit

Item	Description	
PE Top	TPA PE top	<b>Compulsory</b> – uniform supplier
Shorts / Leggings	TPA PE shorts TPA sport leggings without sports logos	<b>Compulsory</b> – uniform supplier
Long sleeve PE top	TPA long Sleeve top	<b>Compulsory</b> and can be purchased from our uniform supplier or from high street retailers such as supermarkets
Tracksuit trousers	Plain black trousers	<b>Compulsory</b> and can be purchased from our uniform supplier or from high street retailers such as supermarkets
Footwear	Trainers for indoors (non-marking sole) White sports socks for indoor sports Long black socks for outdoor sports Shin pads Football / rugby boots	<b>Compulsory</b> and can be purchased from our uniform supplier or from high street retailers such as supermarkets
Mouthguard	As required for contact sports	<b>Compulsory</b> and can be purchased from our uniform supplier or from high street retailers such as supermarkets
Jewellery	No jewellery is to be worn	

### **Changes to the uniform during period of hot weather**

During the summer term, all students are expected to attend school in full uniform, including their blazer. Students can remove their blazers during lessons, and students are also allowed to remove blazers during break and lunchtime. In the event of exceptionally hot weather, the school will notify parents and carers via, Iris reach email, or the school website regarding designated non-blazer days; however, students must continue to wear the standard uniform, including a white shirt and tie appropriate to their key stage. Students are expected to bring their blazers to school. In rare instances of extreme heat, the school will issue further guidance, which may include permission for students to wear the official TPA PE kit. It is important to note that only the designated PE kit is acceptable—branded sportswear is not permitted—and students who are not in the correct uniform will be sent home.

### **3.2. Where to purchase it**

- Uniform can be purchased from our uniform suppliers Monkhouse via their website <https://www.monkhouse.com/school/the-portsmouth-academy-urn-139714> or Penelope Anne Schoolwear, Tangier Road, Portsmouth. [Penelope Ann Schoolwear Portsmouth \(pa-schoolwear.co.uk\)](https://www.penelopeanneschoolwear.co.uk)
- Where parents and carers are experiencing financial difficulties and require support with purchasing the school uniform, please contact the school.
- As (children/pupils) grow out of their uniform we welcome donations of uniform to continue to support all of our (children / pupils) to wear the correct uniform – please hand any unwanted items to the school. Thank you in advance for your support.

### **4. Expectations for our school community**

#### **4.1 Pupils**

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises
- Traveling 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 the Principal if they wish to request an amendment to the uniform policy in relation to their protected characteristics.
- Students are not permitted to wear hooded sweatshirts (hoodies) anywhere on the school premises.
- If students choose to wear coats, these must remain unzipped at all times to allow staff to verify that the correct school uniform is being worn underneath.
- Additionally, hoods on coats must not be worn while inside the main school building.

#### **4.2. 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 labelled with their child's name
- In good condition

Parents are also expected to contact the Principal, in writing, 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 complaint relating to the school uniform in a timely and reasonable manner and in accordance with our published complaints policy.

#### **4.3. 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, however any persistent disregard for the policy will result in a formal meeting with parents
- Ongoing breaches of our uniform policy will result in the behaviour policy being applied and on occasions the child will be given the correct uniform and expected to change into what is supplied
- 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.

#### **4.4. Governors**

The governing board will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- 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, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

#### **5. Monitoring arrangements**

This policy will be reviewed every five years by the principal in consultation with other stakeholders including staff, pupils, parents and carers. At every review, it will be approved by the Governing body and published on the school website.

## 6. 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.
- 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to wear headscarves and other religious or cultural symbols / jewellery – please speak with the school to ensure that we are full informed of your expectations
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the principal (in writing for parents), who can answer questions about the policy and respond to and requests.

**In all matters concerning uniform, the principal's decision is final**

## 7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Complaints policy

We expect all students to wear their uniform in the following way:

