

SOUTH LINCOLNSHIRE ACADEMIES TRUST (SLAT)

UNIFORM POLICY

All Trust Schools

Aspire - Challenge – Achieve

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Trust Wide	July 2024	CEO



South Lincolnshire

Academies Trust

AIMS OF THE POLICY

The South Lincolnshire Academies Trust prides itself on high standards of dress as it is firmly believed that the way in which students present themselves in school has a positive effect on their self-esteem, their behaviour and their attitude towards learning. It also impacts on how the wider community views our students.

It is our expectation that students in each of our four schools (Bourne Academy, Spalding Academy, Giles Academy and Cowley Academy) are dressed smartly, safely and appropriately. Each Trust school asks for the co-operation of students and parents/carers in maintaining these standards.

SLAT'S LEGAL DUTIES UNDER THE EQUALITY ACT 2010

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

To avoid discrimination, we will:

- avoid listing uniform items based on sex, to give all students the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- make sure that uniform costs the same for all students
- allow students to wear religious or cultural symbols

LIMITING THE COST OF UNIFORM

As a Trust, we have a duty to ensure uniform that is affordable in line with statutory guidance from the DfE.

SLAT will make sure the uniform:

- is available at a reasonable cost
- provides the best value for money

The Trust will do this by:

- carefully considering items with distinctive characteristics
- limiting the amount of distinctive characteristics
- consider limiting distinctive characteristic items to low-cost or long-lasting items
- avoid specific requirements for items students could wear on non-school days, such as coats, bags and shoes
- keeping the number of optional branded items to a minimum
- avoiding different uniform requirements for different classes, years, houses and extra-curricular activities
- ensuring that second-hand uniform is available to be acquired at the uniform shop
- consulting with all stakeholders on any proposed significant changes to the uniform policy

EXPECTATIONS AND SANCTIONS

Parents and carers are expected to make sure that their child has the correct uniform and sports kit as listed below for each Trust school.

If a student is not conforming to the respective uniform policy:

- they will typically receive a 'strike' on their strike card for any minor infringements (e.g coat on inside) and be required to correct the issue
- communication to parent/carers will be made
- For any major infringement (e.g Haircut or gel nails) they will be required to work in the Student Referral Unit (SRU) or sent home to address the issue

Please note these are not sequential; any may be applied depending on the circumstances. Incidents will be logged using our behaviour management system which will keep a record of any such breach.

The school should be contacted if parents want to request an amendment to the uniform policy in relation to:

- a protected characteristic
- the cost of the uniform

PURCHASING SCHOOL UNIFORM ITEMS

Parents and carers will be able to find further details of purchasing uniform items via the respective Trust school websites as listed below:

<https://www.bourneacademy.org.uk/uniform-shop/>
<https://www.spaldingacademy.org.uk/uniform-shop/>
<https://www.gilesacademy.org.uk/uniform-shop/>
<https://www.cowleyacademy.org.uk/uniform-shop/>

GOVERNORS

The Governing Body will review this policy and make sure that it:

- is appropriate for each Academy
- is implemented fairly
- offers uniform that is appropriate, practical and safe for all students and gives the highest priority to cost and value for money

ASSOCIATED POLICIES

- SLAT Behaviour Policy
- Complaints by Parents Policy
- SLAT Equality Policy

POLICY REVIEW

This policy will be monitored and reviewed as part of the Trust's annual internal review, or as required by legislature changes.

Bourne Academy

Uniform Policy (Year 7-11)

The way that students dress is important to create a smart, disciplined and purposeful academic environment, and as role models to promote the public image of Bourne Academy in the wider community.

At the start of every term, students are issued with a 'Strike Card' to ensure our uniform standards are maintained.

PLEASE NOTE THAT IT IS EXTREMELY IMPORTANT FOR ALL ITEMS OF UNIFORM TO BE LABELLED.

Black blazer with Academy badge

- Available ONLY from Bourne Academy Uniform Shop.
- To be worn at all times on the school site unless specific permission has been given by a member of staff.

Plain black V-neck sweatshirt/pullover

- This must be plain black. A pullover is in addition to the blazer, not instead of a blazer. No cardigans and no hoodies.

Academy Year group tie

- Students keep the same colour tie in each year at school.

Black skirt with SLAT Trust emblem

- Available ONLY from Bourne Academy Uniform Shop.
- Must be no shorter than 5cm above the knee and no longer than 10cm above the ankle.
- Skirts must NOT be rolled over at the waist.
- Black trousers can be worn instead of a black skirt.

Black trousers with SLAT Trust emblem

- Available ONLY from Bourne Academy Uniform Shop.
- To be worn off the ground and level with shoes.

White shirt

- Long or short sleeved, worn tucked in and all buttons fastened. No reverse or button-down collars.

Black leather effect school shoes

- No trainers/pumps. No high heels. No sport makes.

Socks

- Plain black only. No stripes, colours or white sport socks.
- No trainer socks or socks above the knee (socks must be visible above shoes).

Tights

- Flesh coloured or black.

Coat

- Coat in dark colours preferred (not to be worn inside).

HAIR STYLE

- No extreme hairstyles and no unnatural colours or contrast colourings are permitted.
- The school has discretion in these matters. Please contact the school if any of the above needs clarifying.

PE KIT (BOURNE ACADEMY)

- **White polo shirt with collar**
- **Gold & black football/rugby shirt** (available ONLY from the Bourne Academy Uniform Shop)
- **Plain black shorts** (no stripes, colours or cycling shorts)
- **Trainers** (with laces and non marking soles)
- **Football boots**
- **Black football socks**
- **White sports socks** (trainer socks are NOT permitted)
- **Shin pads**
- **Gum shield** (available from the PE Department)

Optional items to be worn ONLY for PE

- **Plain black sweatshirt** (round-neck with no hood)
- **Plain black tracksuit bottoms** (no stripes or colours)
- **Plain black Skort** (available ONLY from the Bourne Academy Uniform Shop)
- **Plain black leggings** (must be worn under shorts only)
- **Plain black under armour** (must be worn under shorts only)
- **Personalised black Bourne Academy hoodie** (for students who take part in extra-curricular clubs and represent the school - order forms are available from the PE Department)
- **Personalised black Bourne Academy sports jacket** (order forms are available from the PE Department)

JEWELLERY/OTHER

- A single small stud or sleeper may be worn in each ear lobe.
- A ring on each hand is allowed but must be discrete.
- No facial/alternative body piercing jewellery is acceptable, including sleepers.
- One plain necklace may be worn (not to be seen).
- No gel nails or nail varnish.
- No make-up in Year 7 and 8. Year 9, 10 and 11 subtle make-up only.
- No fashion belts.
- Any religious head covering should be plain in either black or white.

Spalding Academy

Uniform Policy (Year 7-11)

The way that students dress is important to create a smart, disciplined and purposeful academic environment, and as role models to promote the public image of Spalding Academy in the wider community.

At the start of every term, students are issued with a 'Strike Card' to ensure our uniform standards are maintained.

PLEASE NOTE THAT IT IS EXTREMELY IMPORTANT FOR ALL ITEMS OF UNIFORM TO BE LABELLED.

Black blazer with Academy badge

- Available ONLY from Spalding Academy Uniform Shop.
- To be worn at all times on the school site unless specific permission has been given by a member of staff.

Plain black V-neck sweatshirt/pullover

- This must be plain black. A pullover is in addition to the blazer, not instead of a blazer. No cardigans and no hoodies.

Academy Year group tie

- Students keep the same colour tie in each year at school.

Black skirt with SLAT Trust emblem

- Available ONLY from Spalding Academy Uniform Shop.
- Must be no shorter than 5cm above the knee and no longer than 10cm above the ankle.
- Skirts must NOT be rolled over at the waist.
- Black trousers can be worn instead of a black skirt.

Black trousers with SLAT Trust emblem

- Available ONLY from Spalding Academy Uniform Shop.
- To be worn off the ground and level with shoes.

White shirt

- Long or short sleeved, worn tucked in and all buttons fastened. No reverse or button-down collars.

Black leather effect school shoes

- No trainers/pumps. No high heels. No sport makes.

Socks

- Plain black only. No stripes, colours or white sport socks.
- No trainer socks or socks above the knee (socks must be visible above shoes).

Tights

- Flesh coloured or black.

Coat

- Coat in dark colours preferred (not to be worn inside).

PE KIT (SPALDING ACADEMY)

- **Royal blue polo shirt with collar**
- **Multi sports top** (available ONLY from the Spalding Academy Uniform Shop)
- **Plain black shorts** (no stripes, colours or cycling shorts)
- **Trainers** (with laces and non marking soles)
- **Football boots**
- **Royal blue football socks**
- **White sports socks** (trainer socks are NOT permitted)
- **Shin pads**
- **Gum shield** (available from the PE Department)

Optional items to be worn ONLY for PE

- **Royal blue sweatshirt** (available ONLY from the Spalding Academy Uniform Shop)
- **Plain black tracksuit bottoms** (no stripes or colours)
- **Plain black Skort** (available ONLY from the Spalding Academy Uniform Shop)
- **Personalised royal blue Spalding Academy hoodie** (for students who take part in extra-curricular clubs and represent the school - order forms are available from the PE Department)

HAIR STYLE

- No extreme hairstyles and no unnatural colours or contrast colourings are permitted.
- The school has discretion in these matters. Please contact the school if any of the above needs clarifying.

JEWELLERY/OTHER

- A single small stud or sleeper may be worn in each ear lobe.
- A ring on each hand is allowed but must be discrete.
- No facial/alternative body piercing jewellery is acceptable, including sleepers.
- One plain necklace may be worn (not to be seen).
- No gel nails or nail varnish.
- No make-up in Year 7 and 8. Year 9, 10 and 11 subtle make-up only.
- No fashion belts.
- Any religious head covering should be plain in either black or white.

Giles Academy

Uniform Policy (Year 7-11)

The way that students dress is important to create a smart, disciplined and purposeful academic environment, and as role models to promote the public image of Giles Academy in the wider community.

At the start of every term, students are issued with a 'Strike Card' to ensure our uniform standards are maintained.

PLEASE NOTE THAT IT IS EXTREMELY IMPORTANT FOR ALL ITEMS OF UNIFORM TO BE LABELLED.

Black blazer with Academy badge

- Available ONLY from Nationwide School Uniforms.
- To be worn at all times on the school site unless specific permission has been given by a member of staff.

Plain black V-neck sweatshirt/pullover

- This must be plain black. A pullover is in addition to the blazer, not instead of a blazer. No cardigans and no hoodies.

Academy Year group tie

- Students keep the same colour tie in each year at school.

Black skirt with SLAT Trust emblem

- Available ONLY from Nationwide School Uniforms.
- Must be no shorter than 5cm above the knee and no longer than 10cm above the ankle.
- Skirts must NOT be rolled over at the waist.
- Black trousers can be worn instead of a black skirt.

Black trousers with SLAT Trust emblem

- Available ONLY from Nationwide School Uniforms.
- To be worn off the ground and level with shoes.

White shirt

- Long or short sleeved, worn tucked in and all buttons fastened. No reverse or button-down collars.

Black leather effect school shoes

- No trainers/pumps. No high heels. No sport makes.

Socks

- Plain black only. No stripes, colours or white sport socks.
- No trainer socks or socks above the knee (socks must be visible above shoes).

Tights

- Flesh coloured or black.

Coat

- Coat in dark colours preferred (not to be worn inside).

PE KIT (GILES ACADEMY)

- **Jade polo shirt**
(available ONLY from Nationwide School Uniforms)
- **Boys rugby top**
(available ONLY from Nationwide School Uniforms)
- **Plain black shorts** (no stripes, colours or cycling shorts)
- **Trainers** (with laces and non marking soles)
- **Football boots**
- **Black football socks**
- **White sports socks** (trainer socks are NOT permitted)
- **Shin pads**
- **Gum shield**

Optional items to be worn ONLY for PE

- **Plain black sweatshirt** (round-neck with no hood)
- **Plain black tracksuit bottoms** (no stripes or colours)
- **Plain black Skort**
(available ONLY from Nationwide School Uniforms)

HAIR STYLE

- No extreme hairstyles and no unnatural colours or contrast colourings are permitted.
- The school has discretion in these matters. Please contact the school if any of the above needs clarifying.

JEWELLERY/OTHER

- Coat in dark colours (not to be worn inside).
- A single small stud or sleeper may be worn in each ear lobe.
- No facial/alternative body piercing jewellery is acceptable, including sleepers.
- One plain necklace may be worn (not to be seen).
- One charity bracelet may be worn.
- No gel nails or nail varnish.
- No make-up in Year 7 and 8. Year 9, 10 and 11 subtle make-up only.
- No fashion belts.
- Only school issued badges and compulsory House badge.
- Any religious head covering should be plain in either black or white.

Cowley Academy

Uniform Policy (Year 7-11)

The way that students dress is important to create a smart, disciplined and purposeful academic environment, and as role models to promote the public image of Cowley Academy in the wider community.

At the start of every term, students are issued with a 'Strike Card' to ensure our uniform standards are maintained.

PLEASE NOTE THAT IT IS EXTREMELY IMPORTANT FOR ALL ITEMS OF UNIFORM TO BE LABELLED.

Black blazer with Academy badge

- Available ONLY from Nationwide School Uniforms.
- To be worn at all times on the school site unless specific permission has been given by a member of staff.

Plain black V-neck sweatshirt/pullover

- This must be plain black. A pullover is in addition to the blazer, not instead of a blazer. No cardigans and no hoodies.

Academy Year group tie

- Students keep the same colour tie in each year at school.

Black skirt with SLAT Trust emblem

- Available ONLY from Nationwide School Uniforms.
- Must be no shorter than 5cm above the knee and no longer than 10cm above the ankle.
- Skirts must NOT be rolled over at the waist.
- Black trousers can be worn instead of a black skirt.

Black trousers with SLAT Trust emblem

- Available ONLY from Nationwide School Uniforms.
- To be worn off the ground and level with shoes.

White shirt

- Long or short sleeved, worn tucked in and all buttons fastened. No reverse or button-down collars.

Black leather effect school shoes

- No trainers/pumps. No high heels. No sport makes.

Socks

- Plain black only. No stripes, colours or white sport socks.
- No trainer socks or socks above the knee (socks must be visible above shoes).

Tights

- Flesh coloured or black.

Coat

- Coat in dark colours preferred (not to be worn inside).

PE KIT (COWLEY ACADEMY)

- **Purple polo shirt** (available ONLY from Nationwide School Uniforms)
- **Boys rugby top** (available ONLY from Nationwide School Uniforms)
- **Plain black shorts** (no stripes, colours or cycling shorts)
- **Trainers** (with laces and non marking soles)
- **Football boots**
- **Black football socks**
- **White sports socks** (trainer socks are NOT permitted)
- **Shin pads**
- **Gum shield**

Optional items to be worn ONLY for PE

- **Plain black sweatshirt** (round-neck with no hood)
- **Plain black tracksuit bottoms** (no stripes or colours)
- **Plain black Skort** (available ONLY from Nationwide School Uniforms)

HAIR STYLE

- No extreme hairstyles and no unnatural colours or contrast colourings are permitted.
- The school has discretion in these matters. Please contact the school if any of the above needs clarifying.

JEWELLERY/OTHER

- Coat in dark colours (not to be worn inside).
- A single small stud or sleeper may be worn in each ear lobe.
- No facial/alternative body piercing jewellery is acceptable, including sleepers.
- One plain necklace may be worn (not to be seen).
- One charity bracelet may be worn.
- No gel nails or nail varnish.
- No make-up in Year 7 and 8. Year 9, 10 and 11 subtle make-up only.
- No fashion belts.
- Only school issued badges and compulsory House badge.
- Any religious head covering should be plain in either black or white.