



# Ark Tindal Primary Academy

## *Uniform Policy*

*October 2022*

Our academy uniform is important to us. It is one way in which we identify ourselves as an academy community and it promotes a strong and cohesive identity, which supports high standards in all areas of academy life. Our uniform policy reflects our values and reinforces our culture of high expectations, pride in our appearance and academic achievements. It promotes harmony between different groups in the academy and enhances self-esteem and a sense of personal security.

Academy uniforms and dress codes unite the academy community and support equality – whether families have high incomes or low incomes everyone wears the same. Pupils develop a sense of pride in how they present themselves and the importance of being ready to work.

### **1. Equality and equal opportunities**

1.1 All children have equal access to wearing the academy uniform regardless of their culture, race, religion, gender, disability or ability. Our uniform is gender neutral. We ensure that the set uniform respects other policies such as equality, race relations, sex discrimination and allows for individual sets of circumstances for all groups and individuals. Ark Tindal is committed to creating a positive climate that will enable everyone to work free from discrimination and harassment in order to achieve their full potential. Consideration has been given to how the uniform can be adapted for those who have a disability or who wish to express a cultural, religious or racial identity within the framework of an academy whilst fostering cohesion, safety and a sense of community.

1.2 We will do all we can to ensure that this policy does not discriminate, directly or indirectly. We shall do this through regular monitoring and evaluation of our policies. On review, we shall assess and consult relevant stakeholders on the likely impact of our policies on the promotion of all aspects of equality, as laid down in the Equality Act (2010). This will include, but not necessarily be limited to: race; gender; sexual orientation; disability; ethnicity; religion; cultural beliefs and pregnancy/maternity. We will use an appropriate Equality Impact Assessment to monitor the impact of all our policies and the policy may be amended as a result of this assessment.

## 2. Expectations

2.1 We have taken care to ensure that our uniform is affordable and to minimise the number of items that need to be purchased from a particular supplier. Items marked as such must be purchased from our supplier and parents should take care when buying other items to ensure that they meet our expectations.

2.2 Items marked as \* should be purchased from our school uniform provider Clive Mark. Items marked as # can be purchased from school. Details of how to order uniform and availability of second-hand items are in Appendix A.

2.3 When pupils do not attend in the correct uniform, parents may be contacted to bring the correct items to school.

## 3. Uniform

### 3.1 Children in Year 1 to Year 6

- Blazer\* for Years 4, 5 and 6
- White shirt, which must be tucked in. No polo shirts.
- School Tie\*#
- Black or grey smart trousers, skirt or pinafore dress
- Teal V-neck jumper or cardigan, with\* or without the academy logo
- In the summer term green gingham dresses or black or grey smart shorts may be worn
- School book bag\* or alternative appropriate rucksack
- Plain black smart shoes: No trainers or boots. Laces must be black. No heels.

### PE Kit

- Plain black tracksuit trousers
- Teal polo shirt#
- Teal sweatshirt#
- Black or white trainers: must be appropriate for sports. No converse style trainers or football boots.

## Outdoor clothing

Pupils should bring appropriate outdoor clothing during cold or wet weather. Coats, hats, scarves, and gloves can be worn when weather appropriate but may not be worn inside the academy building.

### 3.2 Early Years

- Plain black, grey or navy-blue tracksuit trousers
- White polo shirt, with\* or without the academy logo
- Teal sweatshirt, with or without the academy logo#
- Plain black or white trainers

## Outdoor clothing

Pupils should bring appropriate outdoor clothing and footwear during cold or wet weather. Coats, hats, scarves, and gloves can be worn when weather appropriate

## 4. Hairstyles, headscarves and headwear

Ark Tindal is a diverse community. We recognise that different cultures prescribe different levels of importance to hairstyles, hair colouring and headwear. The academy's approach is designed to recognise this, whilst ensuring that there are clear boundaries, and a professional ethos in the academy

### 4.1 Hair

Pupils' hair should be neat for appearance and health and safety. Long hair should be tied back.

Hair accessories must be subtle and in academy colours (black, grey, white or teal).

### 4.2 Hats, headscarves and head coverings

- Hats, headscarves and head coverings are permitted for religious or cultural reasons and should be teal, white, grey or black. Headscarves should be of the pull-on style. Scarf pins are not acceptable at any time.
- Pupils are not allowed to wear hats, headscarves or any other head covering inside the academy building unless it is due to religious or cultural reasons.
- Students' faces should not be obscured or covered, so the teacher can judge a pupil's engagement with learning and participation in discussions and practical activities.

## 5. Jewellery/Accessories

Pupils may not wear any jewellery except for the following:

- one watch (no sound effects, games or smart watches).
- Pupils are allowed to wear plain stud earrings. These should not be bigger than the lobe.
- A Kara may be worn for religious reasons.

- The academy will be unable to take any responsibility for any watches or jewellery that are lost.
- Accessories that are seen to be contravening these rules will be confiscated.

## **6. Body piercing**

Body piercing is prohibited, with the exception of studded piercings on the ear lobe. No other forms of body piercing will be allowed.

## **7. Make-up and Fingernail Polish**

Pupils are not allowed to wear fingernail polish or false nails. Make-up is not allowed.

## **8. Special circumstances**

There are very few reasons why a pupil should not be wearing academy uniform. If there are extenuating circumstances, parents and carers should share the reason with their child's class teacher, either in person or by email/letter. The academy will always be considerate and discrete in trying to establish why a pupil is not wearing the correct uniform. Pupils will not be made to feel uncomfortable, nor discriminated against, because their parents/carers are unable to provide them with the required items of the academy uniform. In line with our ethos, we encourage discussion with the academy at the earliest opportunity if there are any difficulties.

There will be occasions when the academy decides that the academy uniform is not appropriate, for instance when taking part in a physical activity day, wearing different clothes due to a fundraising event or due to extreme weather. Parents and carers will be notified in advance of the revised dress code on these days.

## **9. Naming clothing and property**

Please ensure all clothing and property is clearly marked so that lost articles may be easily traced and returned. The academy cannot accept responsibility for loss or damage to pupils' property and valuables.

## **10. Equality Impact Assessment**

We do all we can to ensure that this policy does not discriminate, directly or indirectly. We shall do this through regular monitoring and evaluation of our policies. On review, we shall assess and consult relevant stakeholders on the likely impact of our policies on the promotion of all aspects of equality, as laid down in the Equality Act (2010). This will include, but not necessarily be limited to: race; gender; sexual orientation; disability; ethnicity; religion; cultural beliefs and pregnancy/maternity.

Final decisions on the suitability of the uniform will be made by the Headteacher and we expect parents to support these decisions in full.

## Appendix A

Items of uniform marked # can be purchased directly from school using your iPayimpact account.

Items of uniform marked \* can be purchased from Clive Mark, 38-40 Poplar Road, Kings Heath, Birmingham, B14 7AD. Tel: 0121 728 6860.

We do keep a small stock of good quality second hand uniform in school. Please contact the school office if you would like to purchase some.

	Item	Purchased from Clive Mark	Purchased from the school	Purchased from a local supermarket (click box for links)
Uniform	Blazer (Years 4, 5 & 6) 	✓ <a href="https://clivemark.co.uk/products/ark-tindal-blazer-yrs-5-6">https://clivemark.co.uk/products/ark-tindal-blazer-yrs-5-6</a>		
	White shirt 			✓ <a href="https://tinyurl.com/y6sjk5uh">https://tinyurl.com/y6sjk5uh</a> <a href="https://tinyurl.com/mryc4dbu">https://tinyurl.com/mryc4dbu</a>
	School tie 	✓ <a href="https://clivemark.co.uk/products/ark-tindal-primary-academy-tie">https://clivemark.co.uk/products/ark-tindal-primary-academy-tie</a>	✓	
	Black or grey trousers 			✓ <a href="https://tinyurl.com/3tnwa4vs">https://tinyurl.com/3tnwa4vs</a> <a href="https://tinyurl.com/w9u4z57c">https://tinyurl.com/w9u4z57c</a>
	Black or grey skirt 			✓ <a href="https://tinyurl.com/3hj5avtm">https://tinyurl.com/3hj5avtm</a> <a href="https://tinyurl.com/bdefse96">https://tinyurl.com/bdefse96</a>
	Black or grey pinafore dress 			✓ <a href="https://tinyurl.com/3bhc8mwk">https://tinyurl.com/3bhc8mwk</a> <a href="https://tinyurl.com/2xwyxayb">https://tinyurl.com/2xwyxayb</a>

	<p>Teal V-neck jumper or cardigan</p> 	<p>✓ (with logo)  <a href="https://clivemark.co.uk/products/ark-tindal-primary-academy-v-neck-knitwear">https://clivemark.co.uk/products/ark-tindal-primary-academy-v-neck-knitwear</a></p>	<p>✓ (without logo)  <a href="https://tinyurl.com/3anmkx3y">https://tinyurl.com/3anmkx3y</a>  <a href="https://tinyurl.com/2s3dbncr">https://tinyurl.com/2s3dbncr</a></p>
	<p>Green gingham dress (summer term only)</p> 		<p>✓  <a href="https://tinyurl.com/24cv4u99">https://tinyurl.com/24cv4u99</a>  <a href="https://tinyurl.com/yc6uaymv">https://tinyurl.com/yc6uaymv</a></p>
	<p>Black or grey shorts (summer term only)</p> 		<p>✓  <a href="https://tinyurl.com/7zksx6">https://tinyurl.com/7zksx6</a>  <a href="https://tinyurl.com/4yynewb6e">https://tinyurl.com/4yynewb6e</a></p>
	<p>Plain black smart shoes</p>		<p>✓</p>
PE Kit	<p>Plain black tracksuit trousers</p> 		<p>✓</p>
	<p>Teal polo shirt</p> 	<p>✓</p>	<p>✓  <a href="https://tinyurl.com/5a6em2yd">https://tinyurl.com/5a6em2yd</a>  <a href="https://tinyurl.com/y6hmc4z3">https://tinyurl.com/y6hmc4z3</a></p>
	<p>Teal sweatshirt</p> 	<p>✓</p>	<p>✓  <a href="https://tinyurl.com/2z2b46eu">https://tinyurl.com/2z2b46eu</a>  <a href="https://tinyurl.com/3yeypcs6">https://tinyurl.com/3yeypcs6</a></p>
	<p>Black or white trainers</p>		<p>✓</p>