



THE BULWELL ACADEMY
Creative Education Trust

THE BULWELL ACADEMY

Uniform Policy

2023-2024

Approved by:	Chris Keen, Executive Principal Damian Belshaw, Principal	Date: July 2023
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1. Aims

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

2. Monitoring arrangements

This policy will be reviewed on an annual basis by the Principal, Mr Belshaw, and approved by the Executive Principal, Mr Chris Keen.

3. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality Diversity & Inclusion Policy
- Equality Statement
- Anti-Bullying policy
- Complaints policy

All of the above can be found on the [Policies page of the Academy website](#).

4. 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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Executive Principal, Mr Keen, or the Principal, Mr Belshaw, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis. To contact either Mr Keen or Mr Belshaw, please call 0115 964 7640 or email: enquiries@bulwellacademy.org.uk

5. 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.

We will make sure our uniform:

- Is available at a reasonable cost
- 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, for example, by only asking that the blazer, worn over the school shirt / school jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties, blazers and PE tops.
- Considering cheaper alternatives to school-branded items
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes (ie, trainers for PE)
- 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/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- 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 and carefully considering any complaints about the policy

6. Expectations for School Uniform

See Appendix One for:

- Uniform Requirements 2023-2024
- Where to buy uniform, both new and recycled
- Local Uniform Exchange Groups
- Expectations of our School Community (pupils, parents/carers, staff, governors)



Uniform Requirements 2023-2024

Branded Uniform

The following branded items are **COMPULSORY**:

- **Academy blazer** (sleeves worn to the wrist - not rolled up)
- **Academy tie**

The following branded items are **OPTIONAL**:

- Black jumper with red piping sold by Just Schoolwear*
- Academy short-sleeve or long-sleeve PE top

*Note: a plain black v-neck woollen jumper may be worn but is not essential. *Cardigans and hoodies are not permitted. School jumpers cannot be used to replace blazers.*



**COMPULSORY
Academy Blazer**

**COMPULSORY
Academy Tie**



**OPTIONAL
Black/Red V-Neck
Jumper**

Non-branded Uniform

The following non-branded items are **COMPULSORY**:

- **White school shirts** buttoned to the top and tucked into trousers or skirt at all times (*any item worn underneath a school shirt must be plain white with sleeves no longer than the sleeves of the shirt*)
- **Black regular fit school trousers** that cover the top of the shoe, or **black pleated school skirt** worn no shorter than 1 inch above the knee (*trousers and skirts should not be tight fitting or made of stretchy fabric; any belts worn should be plain black*); where appropriate, students are permitted to wear a plain black kamiz or a plain black shalwar.
- **Plain black footwear with a black sole**—no flashes of white or colour are permitted. Ankle socks or trainers socks can be any colour. *Any other socks or tights must be black.*
- Equipment should be carried **every day** in a **suitably sized bag that can be worn on the shoulder/s** (ie, large enough to carry A4 size folders and PE kit).
- Students should bring a **refillable bottle** to school **every day** to ensure they stay hydrated.

Student appearance

- Hair should be worn neatly. Long hair should be tied back for all practical sessions.
- Any make-up and/or nail varnish should be lightly applied. *Eyelashes and nails should only be moderate in length.*

Being prepared for all types of weather

- During colder or wet weather, students should wear a waterproof coat with hood. Coats can be of any colour. *Hoodies are not permitted.*
- During hot weather, students, parents and carers will be informed if an adjustment is to be made to uniform, such as not wearing blazers.

PE Kit

Essential Items: Plain black short-sleeve T-shirt; plain black jogging bottoms or black stretch pants / leggings; suitable socks and trainers

Optional items: Plain black shorts; Academy PE short-sleeved or long-sleeved zipper top or plain black sweater; plain black long-sleeved base layer

Student Appearance for PE: Long hair must be tied back; all jewellery must be removed for PE with the exception of medical identity tags.



OPTIONAL: Academy short-sleeve PE top



OPTIONAL: Academy long-sleeve zipper PE top

See below for prohibitions that apply to uniform, appearance and technology.

The following are prohibited items that DO NOT form part of the Academy uniform:

- Trousers and skirts that are tight fitting and/or made of stretchy fabric. Belts that are not black.
- Footwear that is not **all** black; boots or shoes that fasten above the ankle; platform shoes; sandals (*Socks that are higher than ankle socks must be black. Tights must be black.*)
- Hoodies, cardigans, branded jumpers, full length knitwear (these will be confiscated if seen).
- Where communication is shared that blazers are not required (ie, for a fixed period during hotter weather), these should not be replaced with any other jacket or non-school jumper.

The following prohibitions apply to student appearance:

- No hats, caps, bandanas, durags or sunglasses (*these items should be removed and put away before entering school premises – if seen on site, items will be confiscated*).
- Any make-up and/or nail varnish should be lightly applied only. Eyelashes and nails should only be moderate in length.
- No hooped jewellery or smartwatches. No more than two bracelets. *All jewellery must be removed before PE with the exception of medical identity tags.*
- No permanent or temporary tattoos (in accordance with Chapter 24 of the Tattooing of Minors Act 1969)

See it, Hear it, Lose it!



Mobile phones, smartwatches, earphones / headphones, iPods, MP3 players and electronic games are not to be seen or heard on school premises. ***Mobile phones must be switched off before entering the school gate and placed in bag (not pocket).***

Confiscated items can only be collected by the parent / carer (not the student) between 3pm and 4pm Monday to Thursday or 3pm to 3.30pm on Fridays.



THE BULWELL ACADEMY

Where to buy uniform, both new and recycled

Purchasing New Uniform

The Bulwell Academy blazer, tie and branded PE tops can all be purchased from **Just Schoolwear**: just-schoolwear.co.uk

All other uniform may be bought from other retailers provided they meet the uniform requirements as detailed above. Just Schoolwear uniform must be ordered online for “click and collect” from the Just Schoolwear stores OR delivered to your home. Additional ties and recycled branded uniform (*at around a third of the cost of new uniform*) can be ordered using your school ParentPay account.

Purchasing Recycled Uniform

At The Bulwell Academy we have a Pre-Owned Uniform Shop to help families buy more affordable uniform and to reduce clothing waste.



To help stock the shop, the Academy will regularly ask for donations of uniform that are no longer required. All recycled uniform is washed ready for families to buy.

Recycled items to purchase are listed on ParentPay as follows: Blazer £10, Jumper £5, Tie £2, Trousers £2, Skirt £2, Shirt £1, Academy PE short-sleeve top £4, Academy PE long-sleeve top £6. PE shorts £2

Parents/carers are also welcome to make an appointment to view our recycled uniform before purchasing on ParentPay.

The Academy will also host pop-up events for our Pre-Owned Uniform Shop throughout the year.

Items to donate can be handed in at the Academy Reception. To make an appointment to view our stock of recycled items, please email enquiries@bulwellacademy.org.uk.



Local Uniform Exchange Groups



Facebook is a good place to start looking for recycled uniform. Search Bulwell Academy uniform on [Facebook Marketplace](https://www.facebook.com/marketplace/) or take a look at the Facebook groups below:

Firstly, there is the Academy's own Facebook group for buying, selling, gifting and swapping uniform: [facebook.com/groups/bulwellacademyloveduniform](https://www.facebook.com/groups/bulwellacademyloveduniform)

Once parents/carers have joined the group they can list items needed or items they have to sell, gift or swap.

Secondly, try the [Nottingham School Uniform Exchange Group](https://www.facebook.com/groups/nottingham-school-uniform-exchange-group) on Facebook, where you will find uniform items advertised for all schools across Nottingham.

Lastly, keep up to date with events and news in your local community with the [Bulwell Community](https://www.facebook.com/bulwellcommunity) Facebook group, where you may also find uniform for The Bulwell Academy listed and can also post your own adverts.



Pupils: First Impressions Count!

We expect our students to wear their uniform with pride. Students are to travel to and from the Academy in the correct uniform and wear it appropriately during the Academy day and at all Academy functions, out-of-school events and school trips (unless informed otherwise). Uniform will be checked every morning at The Bulwell Academy gate and students will not be allowed to enter lessons until they are in full, correct uniform. Uniform breaches, that cannot be solved immediately, will result in the student being sent to Re-Engage until the matter is resolved.

Pupils are also expected to contact the Principal, Mr Damian Belshaw, if they want to request an amendment to the uniform policy in relation to their protected characteristics. Please do so in writing or by emailing enquiries@bulwellacademy.org.uk.

Parents/Carers: Uniform should be clean, labelled and in good condition

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 the child's name; and in good condition,**

Parents are also expected to contact the Principal, Mr Damian Belshaw, in writing (or by email to enquiries@bulwellacademy.org.uk) if they want to request an amendment to the uniform policy in relation to: their child's protected characteristics; or the cost of uniform.

Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be: resolved locally, and dealt with in accordance with our school's complaints policy (which can be found on the [Academy's website](#)).

The school will work closely with parents to arrive at a mutually acceptable outcome.

Staff: Uniform Monitoring

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 but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Academy's local behaviour procedures (see [Appendix One of the Creative Education Trust Behaviour Policy on the Academy's website](#)).

Governors: Policy Review

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
 - Takes into account the views of parents and pupils
 - 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.

Should Parents/Carers have any queries regarding this policy or our uniform requirements, please email enquiries@bulwellacademy.org.uk