



**Uniform Policy
2022-2023**

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Equality Impact			
Statement	<p>We welcome feedback on this document and the way it operates. We are interested to know of any possible or actual adverse impact that may affect any groups in respect of any of the equalities act 2010 protected characteristics.</p> <p>The person responsible for equality impact assessment for this document is Laura Millard/Natalie Gordon</p>		
Screening	<p>This document has been screened by the Equality Team and the impact has been assessed as:</p> <p><input type="checkbox"/> Not applicable <input type="checkbox"/> Low <input type="checkbox"/> Medium <input type="checkbox"/> High</p>		



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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. 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 children and young people 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 children and young people
- Allow all children and young people to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all children and young people to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow children and young people to request changes to swimwear for religious reasons
- Allow children and young people to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking children and young people or their parents to get in touch with the school office on 0161 883 2404, who can answer questions about the policy and respond to any requests

3. 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 jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Avoiding specific requirements for items children and young people could wear on non-school days, 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 leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling 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, children and young people on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for school uniform

4.1 Our school's uniform

- Uniform must be worn by all children and young people attending Hollinwood Academy. Any child or young person arriving at school without the correct uniform will be challenged and parents will be contacted.
- All uniform must be clearly labelled with your child's name. Please make sure that clothing bought from other suppliers is plain and does not show brand logos.
- Hair colour and style must be appropriate for school; extreme dyed hair is not acceptable, neither are unnatural hair colours or obvious hair extensions.
- No piercings are permitted to be worn in PE. Students will be expected to remove them for all PE lessons. The single set of piercings permitted must be removable.
- Jewellery of any kind should not be worn at school. The only exception to this rule is a medic alert bracelet which can be covered by a sweatband.
- No hoodies may be worn on the school site.
- Students are allowed minimum make up. No false eye lashes, eye shadow or bright lipstick is allowed.
- Coloured nail varnish, acrylic nails or gels are not allowed. Clear nail polish is allowed.



- School uniform plays a key role in promoting pride, self-confidence, and a feeling of belonging within the student body. These factors contribute to students' wellbeing, removing the additional pressures of deciding what to wear and added stress of meeting the expectations of their peers.
- We have high expectations regarding uniform. Please see the correct items below. We understand some of our children and young people have sensory issues and some materials may cause discomfort. Alternative styles may be agreed however colour needs to resemble Hollinwood Academy.

Primary school uniform:

- Bottle green sweatshirt or cardigan (with Hollinwood Academy logo)
- White polo shirt (with or without Hollinwood Academy logo)
- Black trousers or skirt
- Black shoes or trainers (sensible style, or non-branded black trainers)

Optional: Bottle green book bag (with or without Hollinwood Academy logo)

Primary PE uniform:

- Plain white t-shirt or white t-shirt with or without Hollinwood Academy logo
- Black shorts
- Pumps or trainers

Primary swimming uniform:

- Swimming shorts or costume
- Towel

Secondary school uniform:

- Black blazer (preferably with the Hollinwood Academy logo)
- Bottle green sweatshirt or cardigan (with Hollinwood Academy logo)
- White school shirt (with or without Hollinwood Academy logo)
- Bottle green tie or clip on tie (preferably with the Hollinwood Academy logo)
- Black trousers or skirt
- Black shoes or trainers (sensible style, or non-branded black trainers)

Optional: V neck jumper bottle green (preferably with the Hollinwood Academy logo)

Secondary PE uniform:

- Plain white t-shirt or white t-shirt with or without Hollinwood Academy logo
- Black shorts



- Pumps or trainers

4.2 Where to purchase it

We have two available services to purchase school uniform:

'My Clothing'

This service enables parent/carers to order school uniform directly to their chosen address.

<https://myclothing.com/hollinwood-academy/27247.school>.

'Debonair'

We are pleased to inform you that we are now also working in partnership with Debonair School Shop to provide our uniform. You can now visit the Debonair shop who are based at the side of the market hall in Oldham Town Centre, their address is Unit 15, Henshaw Street, Oldham, OL1 1NH.

Their telephone number is 0161 620 0237. Debonair are also online and their website is debonairschoolwearoldham.co.uk

We also accept uniform donations and will offer this out to parents/carers at a reduced cost.

If parents/carers require any support due to finances, please contact the school office on 0161 883 2404.

5. Expectations for our school community

5.1 Children and Young People

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

- On the school premises
- Travelling 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)

Children and young people are also expected to contact the Pastoral Team on 0161 883 2404 if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 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 the child's name
- In good condition

Parents are also expected to contact the Pastoral Team on 0161 883 2404 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 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
- Dealt with in accordance with our school's complaints policy

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

5.3 Staff

Staff will closely monitor children and young people to make sure they are in correct uniform. They will give any children, young people 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 school pastoral managers.

In cases where it is suspected that financial hardship has resulted in a children or young person not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

5.4 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
- Takes into account the views of parents, children and young people
- Offers a uniform that is appropriate, practical and safe for all children and young people

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.

6. Monitoring arrangements

This policy will be reviewed every 3 years by Tania Tushingham (School Business Manager). At every review, it will be approved by the full Governing board/committee.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy

