



THE
**GORDON
CHILDREN'S**
ACADEMY

SCHOOL UNIFORM POLICY

2022-2025

Gordon Children's Academy

Part of Thinking School's Academy Trust

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CHILD FIRST – ASPIRE – CHALLENGE – ACHIEVE

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Introduction

At Gordon Children's Academy we pride ourselves on being smart, well presented and ready for learning. It is our school policy that all children 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 children to wear a school tie and have their shirts tucked into their skirts, shorts or trousers and to take a pride in their personal appearance.

We believe that part of our role as a school is to support children with the increased expectations in secondary education and to set expectations at these very early stages that will support a smooth transition as they move through school and onto secondary education.

Some items of uniform can be bought from our uniform supplier, whilst others are easily available, at very 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 a very 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 will 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 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
- Considering cheaper alternatives to school-branded items as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items pupils could also wear at the weekends 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/class/ [house groups]
- Avoiding different uniform requirements for extra-curricular 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 clothing should be clearly labelled with the child’s name.







 Items that are starred are **compulsory** and must be purchased from our uniform supplier.

 These items are **compulsory** and can be purchased from our uniform supplier **or** from high street retailers such as supermarkets.

 These items are optional extras that parents can choose to purchase, but they must follow the expectations set, such as colour and size, set out below.

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

Item	Description	 /  / 
Shirts	Plain white (no polo shirts) with a stiff collar. Short or long sleeves are permitted	
Tie	Green and grey striped school tie	
Trousers	Grey, smart school wear	
Skirts	Grey, smart school wear – knee length	
Pinafore	Grey, smart school wear – knee length	
Summer Dress	Green and white gingham (checked) for the Summer term and Autumn 1 only	
Shorts	Grey tailored school wear – knee length (sportswear is not permitted)	

Jumper/ cardigan	Jumper/cardigan – at least one item of knitwear with the school logo	
Socks/ tights	Socks – plain white, grey or black Tights – plain grey or black	
Shoes	Plain black, no visible logos No trainers or fashion shoes. Boots can be worn into school in adverse weather but pupils must then change and wear shoes in school For Health and Safety reasons we are unable to allow open toe sandals https://simmonds-ltd.com/featured-categories/school-shoes/	
Coat	Coats are a personal choice, but hoodies, sweatshirts and denim jackets are not considered to be coats.	
Bags	Book bags are recommended for younger pupils whilst satchel type bags are useful for older [children/pupils] – both are available from Simmonds our uniform supplier. However, we accept that bags can be a personal choice and if purchased from an alternative supplier they should be no bigger than A3 in size and where possible plain and of a dark colour	
Hats, scarves, gloves	These should be dark in colour and easily stored away in the child’s bookbag of school bag during the school day.	
Jewellery	[children/pupils] may only wear a pair of stud earrings and a watch: No hooped earrings, necklaces, rings or bracelets are allowed. No marks/cuts allowed in eyebrows. For Health and Safety reasons [children/pupils] may not participate in PE if wearing earrings. Please ensure that they can remove them themselves or do not wear them on day of PE or swimming.	n/a
Hair	The school does not allow extremes of hair fashion i.e. no lines, cuts, patterns, shaved heads, or obvious dyeing of the hair. Hair should look natural. Hair must be kept tidy in the interests of safety (long hair tied back). Headbands or hair bobbles should be plain dark blue, black, or green	n/a
Other	<ul style="list-style-type: none"> • Nail varnish and make up are not acceptable and are not permitted to be worn under any circumstances. • Small discrete watches are permitted but are the child’s responsibility and they should be able to remove them from PE independently • Lunchboxes should be named, stored on the year group lunchbox trolley and taken home every day. • Water bottles should be transparent and clearly named; they will be kept in the classroom other than when taken outside/to the hall for sports activities. [children/pupils] are encouraged to drink water and should not bring other drinks into school. 	n/a

PE Kit

Item	Description	★ / ☆ / ☆
T-shirt	Plain green T-shirt with school logo	★
Shorts	Plain black (no logos) https://simmonds-ltd.com/black-pe-shorts-43084-sc4343co0262	☆
Tracksuit top	Plain black, grey or green	☆
Jogging bottoms	Plain black, grey or green	☆
Footwear	Plain black plimsolls https://simmonds-ltd.com/black-plimsoll-velcro-closure-41010	☆
Hair	To be tied up during PE lessons (including swimming)	n/a
Swimwear	Suitable shorts that do not go past the knee https://simmonds-ltd.com/black-swimming-shorts-43305-sc4343co0189 A single piece costume – no bikinis https://simmonds-ltd.com/black-swimsuit-70301	☆
PE bags	A waterproof drawstring bag	☆

3.2 Where to purchase it

- Uniform can be purchased from our uniform supplier via their website [https://simmonds-ltd.com/the-gordon-\[children/pupils\]-s-academy/?sort=featured&page=1](https://simmonds-ltd.com/the-gordon-[children/pupils]-s-academy/?sort=featured&page=1)

Or parents and carers can visit their shop at the following locations:

MAIDSTONE SHOP
Newnham Court
Bearsted Road
Maidstone
Kent ME14 5LH

TUNBRIDGE WELLS SHOP
64 Calverley Rd
Tunbridge Wells
Kent TN1 2UG

- Parents and carers can obtain all items marked with a ☆ from our uniform supplier or from high street retailers such as supermarkets

- A number of second-hand items are available through the school/PTA, please email the school office for more information.
- Where parents are experiencing financial difficulties and require support with purchasing the school uniform, please contact the school office and ask to speak with the DSL.
- As children grow out of their uniform we welcome donations of uniform to continue to support all of our children to wear the correct school uniform – please hand any unwanted items to the school office. 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
- 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)
- Pupils are also expected to contact the Headteacher if they wish to request an amendment to the uniform policy in relation to their protected characteristics.

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 the child's name
- In good condition

Parents are also expected to contact the Headteacher 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 complaints or objections 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 pupils 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 (from the second-hand reserves) and expected to change into what it provided
- 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 Headteacher 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.

We consider the views of parents and pupils when reviewing our uniform and encourage parents to share any feedback with the office: office@gordonchildrensacademy.org.uk which will be collated for the next review.

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 request changes to swimwear for religious reasons
- 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 Headteacher (in writing for parents), who can answer questions about the policy and respond to any requests

In all matters concerning uniform, the Head Teacher's decision is final.

7. Links to other policies

This policy is linked to our:

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