THE GORDON CHILDREN'S ACADEMY

SCHOOL UNIFORM POLICY

This Policy was adopted: September 2025

This Policy is to be reviewed: September 2030

Gordon Children's Academy

Part of Thinking School's Academy Trust

THINKING SCHOOLS ACADEMY TRUST

CHILD FIRST – ASPIRE – CHALLENGE - ACHIEVE

Gordon Children's Academy – School Uniform Policy

School Uniform Policy

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1. 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.

This policy sets out:

- our aims for school uniform
- how we ensure affordability and fairness
- our expectations for uniform items
- roles and responsibilities of pupils, parents/carers, staff and governors
- how we monitor and review the policy
- our legal duty under the Equality Act 2010 and how the policy supports it.

2. Aims

At Gordon Children's Academy we believe that wearing a smart, well-presented school uniform helps to foster a sense of belonging, supports a positive work ethos, promotes equality and ensures pupils are ready for learning. All pupils are expected to wear full school uniform when attending school or participating in school-organised events/trips unless notified otherwise.

This policy aims to:

- ensure that the school uniform is affordable, provides value for money and does not present a barrier to any pupil;
- establish a consistent school identity and high expectations of presentation;
- ensure pupils dress appropriately for learning and for representing the school;
- respect the rights of pupils and families to choose uniform items within defined parameters;
- ensure the policy is inclusive and non-discriminatory, giving all pupils the opportunity to wear the uniform that best reflects their identity and to feel comfortable;
- minimise the financial burden on families (including those experiencing hardship) by avoiding frequent or costly changes.

3. Limiting the cost of school uniform

We acknowledge our duty, in line with the Department for Education statutory guidance, to keep uniform costs reasonable and to avoid placing undue burden on families.

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:

To this end, we commit to:

- only specifying items with distinctive characteristics (such as logos or unique fabrics) when essential and ensure there are alternatives;
- minimising the number of branded items required;
- ensuring that non-branded items (such as plain trousers, skirts, shirts) can be purchased from a wide range of retailers (including supermarkets) at competitive cost;
- reviewing supplier agreements regularly to secure best value;
- avoiding different uniform requirements for different year groups unless there is a clear educational or operational reason;

- providing second-hand uniform where possible and welcome donations of uniform items;
- engaging parents/carers and pupils in consultation before any significant changes to uniform (for example a change in colour, style or cost) and giving adequate notice of changes;
- specifying that any changes to uniform will apply to incoming cohorts or as they naturally turn over, rather than forcing large scale replacement purchases.

3. Expectations for school uniform

All pupils must wear the correct school uniform at all times when:

- on the school premises;
- travelling to and from school;
- attending any school-organised event or representing the school externally (unless alternative uniform is specified).

3.1 Uniform Items

All items are expected to be clearly labelled with the pupil's name.
Items marked *Compulsory supplier item* must be purchased from the designated uniform supplier; items marked *Compulsory high-street option* can be purchased from supermarkets or other retailers; items marked *Optional* are non-branded additions that follow the school's colour/style guidelines.

Item:	Description:	Status:
Shirts:	In EYFS and KS1, children can either wear a white polo shirt or a plain white shirt. In KS2, children should wear a plain white shirt with a stiff collar. Shorts or long sleeves are permitted.	These can be bought from any high street retailer.

Tie	From EYFS-Year 5, green and grey striped ties. In year 6, children have a plain green tie which is provided for them at the beginning of the school year. Students who are elected as Pupil MPs have a red and grey striped tie which is provided for them.	Ties can be bought from our school office or our school uniform suppliers. All children are given a tie when they join the school and are then given their Year 6 school tie at the beginning of year 6 free of charge.
Trousers/Shorts	Grey, smart, school wear (not sports wear)	These can be bought from high-street retailers.
Skirt/Skort/Pinafore	Grey, smart school-wear – knee length	These can be bought from high-street retailers.
Summer Dress	Green and white gingham	These can be bought from high-street retailers.
Jumper/Cardigan	Green school jumper or cardigan, either with the school logo (from our supplier) or plain green (from any retailer). Jumpers must be of a school-appropriate style – not hoodies, sweatshirts, or branded sportswear.	These can be bought from our school supplier or high-street retailers
Socks/tights	Socks should be plain white, grey or black. Tights should be plain grey or black.	These can be bought from high-street retailers.
Shoes/Trainers	Children can wear plain black shoes, ankle boots or trainers with no visible logos; wellington boots may be worn to school in adverse weather but pupils must change into shoes for lessons; open-toe sandals not permitted for health & safety.	These can be bought from high-street retailers.

Coats/hats/scarves/gloves	Personal choice; these should not be worn within the school building.	These can be bought from high-street retailers.
Bag	Personal choice; it suggested that a book bag is appropriate for younger pupils and please avoid large backpacks	These can be bought from high-street retailers.
Other	Pupils may wear one pair of stud earrings and a watch except for their PE and swimming days. No hooped earrings, necklaces, rings, bracelets. No extreme hairstyles. Long hair must be tied back. Hair accessories should be dark or in line with school colour.. Nail varnish and make-up not permitted.	

3.2 PE Kit

PE kit should be worn all day on PE days. Swimming kit should be bought in to school on swimming days. PE kit should be bought in separately for after school clubs.

Item:	Description:	Status:
T-shirt	Children are able to wear the plain green PE top with school logo or a plain white or green t-shirt or polo shirt	These can be bought from any high street retailer or our school provider.
Shorts	Plain black (with no obvious logos or designs)	These can be bought from any high street retailer
Tracksuit Top	Plain black (with no obvious logos or designs)	These can be bought from high-street retailers.
Jogging bottoms	Plain black (with no obvious logos or designs)	These can be bought from high-street retailers.

Footwear	Any trainers of choice which are suitable for PE	These can be bought from high-street retailers.
Swimwear	One piece swimsuit (no bikinis) or swimming shorts.	These can be bought from high-street retailers.

3.3 Where to purchase uniform:

- Uniform can be purchased from our uniform supplier via their website:
  - Monk house - Gordons Children's Academy Junior (URN-140606) - School
  - School Time Outfitters - Home - School Time

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

School Time Outfitters
87-89 High Street,
Chatham,
Kent,
ME4 4EE

Monkhouse
Dockside Outlet Centre,
Maritime Way, St Mary's Island,
Chatham
Kent
ME4 3ED

- For items marked high-street option, parents are free to purchase from any retailer, including supermarkets, provided they meet the colour/style expectations.
- The school operates a second-hand uniform scheme with a termly shop ran by the PTA; parents and carers can donate unwanted items and access low-cost second-hand items via the school office.
- If parents/carers are experiencing difficulty purchasing uniform items due to cost, they should liaise with the school office (and/or designated senior lead) in confidence to discuss support options.

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

- Must help ensure their child comes to school in correct uniform and PE kit, clean and clearly named.
- May contact the Headteacher in writing if they wish to request an amendment to the uniform policy for reasons relating to protected characteristics or financial hardship.
- Should raise any complaints or objections in accordance with the school's Complaints Policy

4.3 Staff

- Staff will monitor pupils to make sure pupils are in correct uniform. and provide support to pupils/families who are unable to comply for legitimate reasons (e.g., financial hardship).
- 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.
- Will provide reminders and opportunities to comply; persistent non-compliance will be handled in line with the Behaviour Policy and the Headteacher/intervention may involve offering temporary uniform from the second-hand reserves.

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 by the Headteacher in consultation with staff, pupils, parents/carers and governors at least every 3 years (or sooner if required). Any changes will be approved by the Governing Board and published on the school website and shared with the school community in advance of implementation. Feedback from parents/carers and pupils is welcomed at any time via the school office or emailed to office@gordonchildrensacademy.org.uk and will be collated for the next review.

6. Our school's legal duties under the Equality Act 2010

Under the Equality Act 2010 the school must not discriminate on the basis of protected characteristics (such as sex, race, religion or belief, gender reassignment, disability). To ensure this, the school will:

- Avoid specifying uniform items based on sex (thus permitting all pupils to wear trousers, skirts or pinafores if they choose);
- Ensure the cost of uniform is the same for all pupils;
- Allow pupils to wear alternative uniform for religious or cultural reasons (e.g., headscarves, adapted swimwear) in consultation with the school;
- Consult with parents/carers and pupils where adjustments are required;
- Consider requests for changes or variations due to a pupil's disability or other protected characteristic on a case-by-case basis in consultation with the Headteacher (whose decision is final).

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

7. Links to other policies

This policy should be read in conjunction with the school's:

- Behaviour Policy

- Equality Information & Objectives Statement
- Anti-Bullying Policy
- Complaints Policy

Approved by:

Date:

Review date: