



WILLOW TREE Academy



THE LEAF CENTRE



Uniform Policy

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Introduction

It is the policy of Willow Tree Academy that all pupils wear school uniform when attending school and when participating in school-organised events where school uniform is required. We ask pupils to take pride in their personal appearance and to wear their uniform smartly and appropriately.

School uniform is an important part of our school identity. It helps pupils to feel a sense of belonging and community and supports our whole-school ethos of being **READY, RESPECTFUL and SAFE**.

We aim to ensure that our school uniform is practical, affordable, inclusive and suitable for all pupils. Some uniform items are available with individual school logos, while other items are plain and can be purchased from a range of local retailers and supermarkets.

A complete list of required school uniform, including PE and Outdoor Learning clothing where applicable, is included in this policy.

We believe that school uniform:

- promotes a sense of belonging and pride in the school;
- supports a positive attitude towards learning;
- enables pupils to be readily identified as members of the school community;
- provides a practical and consistent standard of dress; and
- can help to reduce the cost and complexity of providing school clothing for families.

Aims and Objectives

The aims of this policy are to:

- provide clear and consistent expectations about school uniform;
- promote a sense of pride, belonging and community;
- support the school's READY, RESPECTFUL and SAFE ethos;
- ensure pupils can be readily identified as members of the school community;
- support equality, inclusion and respect for individual and cultural differences;
- ensure uniform is practical, safe, comfortable and suitable for school activities;
- ensure uniform is affordable and does not place an unnecessary financial burden on families;
- minimise distractions while ensuring that pupils are able to participate fully in learning; and
- promote high standards of personal presentation.

School Uniform

All schools within Willow Tree Academy require pupils to wear school uniform and have a designated PE kit.

Pupils are expected to wear:

- White shirt or polo shirt.
- School-coloured jumper or cardigan:
 - Royal blue – Herringthorpe, Roughwood and Rockingham.
 - Jade green – Greasbrough.
- Black or grey trousers, tailored shorts or a knee-length skirt.
- Black, flat footwear.
- Gingham summer dresses are optional during the summer months.

Leggings are not an alternative to school trousers. They may, however, be worn underneath a skirt where appropriate.

Uniform items bearing the school's logo can be ordered through Pinders. Plain uniform items are widely available from supermarkets and other retailers.

PE Kit

PE kit should be kept in school from Monday to Friday.

PE kit consists of:

- White polo shirt or T-shirt.
- Black shorts or black tracksuit bottoms for outdoor PE.
- Pumps or trainers for PE. These should be separate from the footwear worn during the school day.
- Black or school-coloured jumper.

Where required for religious or cultural reasons, pupils may wear leggings underneath their PE shorts. PE clothing should enable pupils to participate safely and comfortably in all required physical activity.

Outdoor Learning and Weather-Appropriate Clothing

Pupils are expected to have an appropriate coat available for school throughout the year, according to the weather and the activities they are undertaking.

During colder weather, pupils may wear appropriate hats, scarves and gloves. All items should be clearly named.

During hot weather, pupils should continue to wear the prescribed school uniform, although jumpers will not normally be required. Short-sleeved polo shirts or shirts, tailored shorts and summer dresses are appropriate options.

Schools will make reasonable adjustments where necessary to ensure that pupils can participate safely and comfortably in school activities in different weather conditions.

Jewellery, Hair, Headwear and Make-up

For health and safety reasons, pupils may wear a simple wristwatch and a single pair of small stud earrings. Other jewellery, including necklaces, bracelets and large or hanging earrings, should not be worn in school unless there is an agreed exception for religious, cultural or medical reasons.

All jewellery, including earrings, must be removed for PE and other activities where jewellery presents a health and safety risk. Pupils should be able to remove and replace their own earrings. Staff will not remove pupils' earrings and earrings should not be covered with tape as an alternative to removal.

Hair should be clean, tidy and suitable for school and physical activity. Where long hair presents a health and safety risk, including during PE or practical activities, pupils may be required to tie it back.

Hair accessories should be simple and appropriate for school. Excessively large or distracting accessories should not be worn.

Hair colour and style should not be used as a basis for discrimination. Hairstyles that reflect a pupil's racial, cultural or religious identity will be respected, subject to legitimate health and safety requirements.

Make-up and nail varnish should not normally be worn to school, except where appropriate for a specific school event or performance.

Pupils may wear head coverings for religious, cultural or medical reasons. Where a head covering is worn, the school will work with the pupil and family to ensure that it is compatible with health and safety requirements and, where necessary, with school colours.

Any concerns regarding jewellery, hair, headwear or other aspects of appearance will be discussed sensitively with the pupil and family.

Footwear

For health and safety reasons, pupils should wear flat, plain, black, closed footwear suitable for school and everyday activities.

Shoes with high or raised heels, platform soles, Heelys and similar footwear are not permitted. Open-toed footwear, flip-flops and other footwear that presents a health and safety risk are not permitted.

If boots are worn, they should be flat and plain black and suitable for school activities.

Pupils should bring appropriate trainers to change into for PE sessions.

The Role of Parents and Carers

Parents and carers are responsible for ensuring, wherever reasonably possible, that their child has the required school uniform and PE kit and that clothing is clean, in good repair and clearly named.

We recognise that families may experience difficulties in providing school uniform. Parents and carers should contact the school confidentially if they require support. Schools will seek to provide appropriate assistance wherever possible, including through the school's uniform bank.

Where a pupil arrives at school wearing non-uniform clothing or without the appropriate PE kit, the school will respond sensitively and seek to understand the reason. Where possible, the school will provide a suitable loan item so that the pupil can participate fully in school life.

The school welcomes pupils from all backgrounds and faith communities. Where a pupil or family wishes to request a modification to the uniform for religious, cultural, medical or other legitimate reasons, the request will be considered sensitively and in accordance with the school's duties under equality legislation.

Requests should initially be discussed with the Headteacher.

The Role of Staff

Staff support the Leadership Team in maintaining appropriate standards of school uniform and should model the school's expectations through their own professional appearance.

Where a pupil is not wearing the prescribed uniform, staff should make discreet and sensitive enquiries to establish the reason and should respond in accordance with this policy.

Where pupils are wearing the appropriate uniform, staff should provide positive encouragement.

Staff should also remain alert to situations where a pupil's clothing or appearance may indicate a safeguarding or welfare concern. Any such concerns should be reported through the school's safeguarding procedures and, where appropriate, to the Designated Safeguarding Lead (DSL).

The Role of Governors

The relevant governing body or committee supports the Headteacher and school leadership in implementing the school uniform policy.

Governors monitor the implementation of the policy and ensure that it is applied fairly, consistently and sensitively. They will consider representations from parents and carers in accordance with the school's governance arrangements.

Governors will ensure that the policy is consistent with the school's responsibilities relating to equality, inclusion, health and safety and affordability.

Special Circumstances and Adjustments

The school recognises that individual pupils may require temporary or ongoing adjustments to the prescribed uniform.

Requests for an exception or adjustment may be made on medical, religious, cultural, disability-related or other exceptional grounds.

The Headteacher, or an appropriate member of the senior leadership team acting on their behalf, will consider requests sensitively and seek appropriate advice where necessary.

Any adjustment will be considered in accordance with the school's legal responsibilities and with the aim of enabling the pupil to participate fully in school life.

Non-Compliance and Discipline

Where a pupil does not wear the prescribed school uniform, the school will seek to understand the reason and work with the pupil and their family to resolve the issue.

Where appropriate, the school may provide a loan item or other support to enable the pupil to meet the uniform expectations.

Persistent breaches of the uniform policy will be addressed in accordance with the school's behaviour and disciplinary procedures. Any response will be proportionate, fair and sensitive to the individual circumstances of the pupil and family.

Exclusion or suspension should not normally be used solely as a response to breaches of the school uniform policy. Any disciplinary action will be taken in accordance with the school's Behaviour Policy and relevant statutory guidance.

Lost Property

Unidentified items of school uniform will be placed in the school's designated lost property area.

Parents and carers are asked to clearly label all items of clothing with their child's name to help lost items be returned to their owner.

Pupils are encouraged to check lost property when they have misplaced an item.

Support with the Cost of Uniform

Each school within Willow Tree Academy maintains a bank of uniform items to support families who may have difficulty providing school uniform.

Families wishing to access this support can speak confidentially to a member of staff.

The school will seek to ensure that the uniform policy does not place an unnecessary financial burden on families and will consider affordability when reviewing uniform requirements.

Monitoring and Review

The Headteacher, in conjunction with the relevant governing body or committee, monitors the implementation of the school uniform policy.

Monitoring will include:

- reviewing feedback from pupils, parents and carers;
- considering requests for adjustments or exceptions to the uniform;
- monitoring the affordability and accessibility of uniform;
- considering any equality or inclusion issues arising from the policy;
- reviewing the availability and quality of uniform support provided to families; and
- ensuring that the policy continues to meet relevant statutory and Trust requirements.

The policy will be reviewed regularly by the Trust in accordance with the Trust's policy review cycle and amended where necessary to reflect changes in legislation, guidance, school circumstances or the needs of our pupils and families.