



KING'S LEADERSHIP
ACADEMY HAWTHORNES

SCHOOLS OF CHARACTER
MAKING GREAT LEADERS

UNIFORM POLICY



GREAT SCHOOLS
TRUST

Document Control

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Kings Leadership Academy Hawthornes
Uniform Policy

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Aims of this policy

For our uniform policy to be successful, it must be implemented consistently. This policy sets out the details for all our families to understand and follow this so they can support us at home to uphold the academy's very high standards. The intention of this policy is to:

1. Explain the academy's rationale for the uniform and how it supports the mission, vision and values of the Trust and its academies.
2. Confirm the academy's guidelines/code of conduct for uniform.
3. Confirm the academy's policy for religious dress and symbols.
4. Identifies the various responsibilities.
5. Ensure that the academy's policy on equal opportunities is observed.
6. Ensure that the academy's policy on low cost, high quality uniform items is enacted.

Rationale

As we promote excellence in everything our pupils undertake at King's Hawthornes, we believe the academy uniform achieves four important goals:

1. Habits of Excellent: It encourages our pupils to develop habits for life, particularly through the ASPIRE values of respect and professionalism. Students tell us that if they look and feel 'smart', then they will have more self-belief, Aspire to be more and achieve more. By learning to dress professionally and with very high expectations of appearance, pupils learn to respect the habits of discipline and personal responsibility that will stay with them for life. This is particularly important for preparation for their future professional career and dressing to a prescribed standard.
2. Community: It encourages a sense of King's community identity and pride. By wearing the same badge and the same clothing, pupils are encouraged to think of the needs of the community as well as their own individual needs.
3. Low cost, High quality: It represents best value for money. By requiring all our pupils to wear the same high-quality uniform, costs are kept as low as possible for parents/carers.
4. Safety: If all the students in our academy wear a clearly recognisable uniform it is easy to identify strangers. On the way to and from the academy it also affords a degree of safety as the students are part of a large body of young people who will look out for each other.

Who is responsible for this policy?

1. The Trust has overall responsibility for the effective operation of this policy and for ensuring compliance with the relevant statutory framework or Trust framework. The Trust has delegated day-to-day responsibility for operating the policy to Great Schools Trust Executive/Central team, the Local Academy Council and the Principal of each school.
2. The trust central team will review the cost and quality of its uniform via a competitive tendering process every 3 years.
3. The Local Academy Council and Senior Leadership Team at each trust secondary academy has a specific responsibility to ensure the fair application of this policy and all members of staff. More specifically:
 - a) The Local Academy Council will:
 - i. periodically consult parents/carers and students regarding the cost of the uniform
 - ii. Determine whether there should be a remission of the cost of the uniform for some students.
 - b) The Principal will:
 - i. Ensure that the requirements are published to parents/carers, students and staff

- ii. Ensure that the requirements and policies on cost and remission of cost are clearly set out in the Academy prospectus and website
 - iii. Determine the action to be taken for breaches of the uniform code.
4. Parents/carers and students of each King's academy are equally responsible for supporting colleagues and ensuring its success. More specifically:
 - a) Parents/carers will:
 - i. Ensure students have the correct uniform.
 - b) Students will:
 - i. Ensure minimum uniform requirements are kept to at all times.

Uniform Guide

It is the policy of each King's Leadership Academy that full uniform is to be worn by all students at all times. We have very high expectations of all students and, as a leadership academy, personal presentation is important as a leader in the world of work. King's has its own, specially selected uniform and PE kit (available through our walk in and online shops), so that students will feel part of the academy community.

Uniform items

At King's, we only allow blazers, jumpers, ties, PE kit and academy bags (in Years 7 and 8) that are specifically 'King's Leadership Academy' branded and purchased through our supplier. This is a way in which we ensure that each of our pupils looks as smart and as professional as another.

All compulsory items of clothing available only through either the walk in or the online shop have been chosen carefully so that they are not unduly expensive, sold to parents/carers at cost price.

Appendix 1 sets out the academy uniform requirements. Please note that some items are compulsory, whereas others are optional. Items marked with an asterisk (*) can only be bought via the following supplier:

You can now purchase uniform in the following ways:

Via the online shop at:

<https://alphaschoolwear.com/schools/secondary-schools/kings-leadership-academy-hawthornes/>

At the following store:

Paul's Place Schoolwear, 272 Stanley Road, Bootle, L20 3ER Tel: 0151 922 2472.
Opening times: Monday to Saturday 9:30am - 4:30pm.

All specified items must be purchased from the King's Academy approved uniform retailers. Other items can be bought at a variety of retailers.

Mobile Phones

We strongly advise that students do not bring mobile phones into school. However, we do recognise that some parents may wish their child to have a mobile phone with them as they travel to and from King's. Any mobile phones brought in must be both switched off and put away whilst on the premises. We do not take any responsibility for loss of or damage to mobile phones. Inappropriate use of phones in the academy will result in confiscation. Should you need to contact your child in an emergency, please use the main academy number which is available on our website.

Religious Dress

The Academy recognises that students may wish to wear distinctive garments for religious reasons. However, the academy reserves the right to determine the religious garments that will be allowed after consultation with representatives of parents/carers and local leaders of the relevant religious groups. Should parents/carers require

their child to wear a specifically religious garment or symbol, they should contact the Academy who, after consultation, will contact the parent/carer with a decision. See current guidelines for religious head coverings at Appendix 1.

Uniform travelling to and from school

Full academy uniform must be worn when travelling to or from school. This demonstrates the student's pride in the school. There should be no 'mix and match' of academy uniform and home clothes at all.

Breaches of uniform code

Uniforms will be checked on a daily basis to ensure they conform to the policy and that pupils look smart and well presented. In the event that a pupil has the wrong uniform, the teacher or member of staff will speak to the pupil and instruct them to address the issue.

Students who do not conform to the academy's uniform and appearance policy will be subject to the academy's discipline procedures. For significant and repeated breaches of the uniform code, the matter will be referred and the pupil may be sent home to address the concern before returning to the academy.

If a prohibited or offensive item (such as an offensive image or slogan on stationery) is brought into the academy, the item will be confiscated.

Financial support

We understand that, for many families, finances are tight. We believe that, by doing all we can to keep uniform costs as low as possible through our trust's competitive tendering process, we offer the highest quality uniform at the cheapest possible price available both online and through a local uniform supplier/shop. Furthermore, we reduce the incentive for pupils to ask parents for the latest (and most expensive) items of fashion by having a strict code of dress. As a result, no child can be seen to be poorer or wealthier than any other.

However, families who are experiencing genuine hardship and require support to purchase the uniform should contact the academy who will deal with your enquiry in the strictest confidence. To support families further, the academy also offers a second-hand uniform shop on site to help families to keep costs down.

Complaints

If a parent or carer is dissatisfied with the response made by the Academy regarding the wearing of academy uniform he / she may make a complaint in accordance with the academy's Complaints Policy. Requests for long term changes to uniform must be put in writing and sent to the Principal.

Monitoring, evaluation and review

The policy will be promoted and implemented throughout the academy.

The Trust will monitor the operation and effectiveness of arrangements referred to in this policy at the academy.

The Trust will review this policy every three years in consultation with the academy.

Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

Race Disparity Audit

We acknowledge the findings of the Race Disparity Audit that clearly shows how people of different ethnicities are treated across the public services of health, education, employment and the criminal justice system.

The educational section of the audit that covers: differences by region; attainment and economic disadvantage; exclusions and abuse; and destinations, has a significant importance for the strategic planning of this school.

Appendices

Appendix 1 Uniform Standards

Uniform Items

All items of clothing must be clearly marked with your child's name. It is the responsibility of your child to look after equipment / PE kits during the academy day.

Compulsory items purchased from Academy Shop:

1. King's blazer with wine trim and badge*
2. King's tie
3. King's charcoal academy jumper with wine collar stripe*
4. King's academy bag with academy logo* (for students in Years 7 and 8.
5. King's PE Kit* (King's T-shirt, King's shorts, King's tracksuit bottoms/leggings, King's hoodie).

Compulsory items sourced independently:

Our uniform consists of:

- Grey pleated knee-length skirt or pinafore or black trousers
- White shirt
- Grey jumper with maroon stripe (purchased from school)
- School tie (purchased from school)
- Blazer (purchased from school)
- Grey socks
- Plain black polishable shoes
- Trousers:
- Skirts: Must be knee length.
- King's tie

Headscarves

Some students may choose to wear headscarves. If so, these headscarves must look conventional and understated in style. No dress or headscarf will be allowed that covers any part of the face from forehead to neck in the interests of safety. It is vital that the academy staff can recognise at all times who is in school. More specifically:

- Headscarves must be black.
- Pins or clips must be small, dark in colour and understated.
- There can be no decorations such as sequins or patterns.
- Material must not be too long at the front or the back so as to obscure the uniform or look untidy. At the front, headscarves material must not go below the V-neck of a jumper or equivalent.

Shoes

Academy shoes should be polished, black in colour, flat and logo-free. The style should be traditional, avoiding the appearance of a trainer. Some specific styles that are not permitted:

- Styles that appear to be more like sports trainers than professional black shoes, especially due to the material of the shoe.
- Boots or ankle boots.
- Suede shoes.
- Styles with obvious logos or branding.
- Elaborate buckles or decorations or patterns.
- Any white or colourful details.

However, this list is not exhaustive and the academy’s decision on what is/is not acceptable is final. If parents are unsure as to whether a particular style will be accepted, they should send a picture of the shoe to the academy before purchasing.

Parents who are struggling to find acceptable affordable shoes are encouraged to contact the Academy who will be happy to recommend appropriate footwear.

Jewellery

We allow one pair of stud earrings and a watch; no other jewellery is permitted.

Makeup

We do not allow makeup, nail varnish or false nails.

A: Items of religious significance

The Principal may grant exceptions to any of the above, but only where this is required as a matter of sincere religious observance and where this can be substantiated by a letter from the leader of the relevant religious community. The academy's decision is final.

B: Banned Items

Mobile phones, MP3 players, tablet computers (other than the chrome book provided by the academy) and electronic gaming equipment must not be brought into the academy.

Chewing gum, sweets and fizzy drinks, including sports/energy drinks, are not permitted.

C: Confiscations

If a pupil is wearing any unacceptable items, they will be expected to remove it immediately.

D: Insurance

We recommend that parents/carers make their own arrangements for insurance of bags, clothing, watches, mobile phones, iPads, pens, bicycles etc. - usually by an extension of your home insurance.

Please never allow your child to bring anything expensive or of sentimental value into school, particularly pens, watches, jewellery or large sums of money. Students should report anything lost to staff immediately.

Summary of Changes in this Version

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