



THE
ADEYFIELD ACADEMY

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Uniform & Equipment Policy

Date: April 2024
Review Date: September 2025
Co-ordinator: Miss C Rose

Signed by..... Dawn Mason (Principal)

Signed by..... Kim Bristow (Chair of Governors)

1. Purpose

A uniform binds us together as a community and allows us all to relate to one another on a similar level. It provides guidelines for suitable dress in a learning environment. Students at The Adeyfield Academy are proud to wear the uniform that represents their school and visitors often comment on how well our students are presented.

Through our uniform policy and dress codes we aim to:

- Encourage pride in the school
- Encourage a sense of equality and cohesion
- Protect students from social pressures to dress in a particular way
- Ensure that students of different social, religious and ethnic groups feel welcome
- Support teaching and learning
- Provide a safe and secure environment in which students learn how to dress appropriately. In these ways, the uniform and dress codes support the overall aims of the school.

This policy applies to Uniform worn by Year 7-11 and Post 16 dress code.

This policy has been formulated within the guidelines of ensuring compliance with a schools' obligation under the *Human Rights Act 1998* and the *Equality Act 2010*.

Due consideration has been paid to the Department of Education statutory guidance on providing multiple and affordable uniform options, found here *Education (Guidance about Costs of School Uniforms) Act 2021*.

2. Aims

A high standard of personal appearance is expected of, and from, all students.

This policy aims to:

- Clearly outline the dress expected of all students if they chose to attend The Adeyfield Academy (TAA)
- Provide guidance for the purchasing of uniform
- Set out an approach to requiring a uniform and equipment that is of reasonable cost and offers the best value for money
- Set out ways that support can be put in place to ensure that financial hardship is never a barrier to a student attending TAA
- Outline the consequences for students who choose not to adhere to the uniform code or equipment requirements

3. Procedures

The following protected characteristics have been considered when formulating this uniform code:

- sex
- religion or belief
- race (including colour, nationality, ethnic or national origin)
- disability
- gender reassignment
- pregnancy

To avoid discrimination, the academy will:

- Avoid listing uniform items based on sex, to give all students 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 students
- Allow all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Consider requests to wear religious items in line with the school uniform policy – noting such requests will only be accepted in exceptional circumstances where the requirements of the *Equalities Act 2010* are met.

3.1. The Adeyfield Academy Uniform Code is as follows:

- All uniform must be worn correctly and as the manufacturer intended. No adaptations/additions can be made
- All uniform items marked with an asterisk (*) must be from the named school suppliers on the website. These can be purchased new or alternatively, the PTA hold nearly new uniform sales at the academy
- All uniform items must be clearly and permanently named

3.1.1 Year 7-11 Compulsory items

- ADEYFIELD BLAZER - Black with school badge, sleeves rolled down*
- ADEYFIELD TIE - Worn smartly, top button fastened*
- ADEYFIELD SKIRT - Black, pleated, worn to knee (no jersey or skater skirts)
- TROUSERS - Smart, plain black tailored trousers of waist height and ankle length. (Uniform style only)
- SHORTS - Smart, plain black tailored shorts
- SHIRT - Plain white, long or short sleeved
- TIGHTS & SOCKS - Plain black or nude tights, black ankle socks (no fluffy socks)
- SHOES - Sturdy, low-heeled, plain black formal shoe (High heeled, wedges, platforms, sports brands, canvas or boots not allowed)
- HAIR - Neat, tidy and smart. No extreme/unnatural colours (i.e. purple/blue/pink/green/red)
- BAG - Black, waterproof, suitable to carry A4 books and a Chromebook

3.1.1.1 Non-compulsory items

- JUMPER - Black V neck, non-branded
- OUTDOOR COAT - smart, plain, waterproof and suitable for school (hoodies/sweatshirts are not permitted). Not to be worn inside after registration
- Hijab - navy blue or black, secured. Full face head veils (Niqab) are not permitted.

3.1.1.2 Year 7-11 Physical Education (PE) Kit Compulsory items

- ADEYFIELD POLO SHIRT - Black and racing green, with school badge*
- BLACK SHORTS
- BLACK FOOTBALL SOCKS - Uniform style
- WHITE SPORTS SOCKS (when inside)
- SPORTS TRAINERS - Non marking soles

- GUM SHIELD - For rugby
- SHIN PADS - For football
- FOOTBALL BOOTS - Firm ground / FG moulded boots. No metal studs. Astro trainers are not permitted (the ones with pimples on the sole).

3.1.1.3 Non-compulsory items

- ADEYFIELD MID LAYER - Black with logo*
- TRACKSUIT - Sold as separates or as a set, plain black bottoms
- One-piece sports hijab - plain black

3.2 Jewellery, Make-up and Nails

- No jewellery is permitted except for; a watch, one pair of small plain silver or gold studs in the lower lobe
- All other ear, facial, tongue or body jewellery, including clear retainer studs are not permitted
- Make-up, tattoos, self/fake-tan, false eyelashes/eyelash extensions, nail varnish, false nails, gels, acrylics, eyebrow slits are not permitted
- All piercings must be removed during all practical PE lessons for health and safety reasons. Putting tape over piercings is not an option as it does not negate risk. Any student wishing to pierce their ears for the first time must do so at the start of the six-week summer holiday to allow time for lobes to heal.

3.3 Hair Styles

- Hair must be a natural hair colour (e.g. black, brown, blonde, natural redhead)
- No hair accessories are permitted except for; a headband, hair bands/elastics, hair clips, beads (maximum one per braid), any of which must be plain, unpatterned, silver, white or black only.
- Hair must be tied back for practical subjects (PE, Science, DT), and wrapped if hair contains beads

3.4 Religious Items

Where a request is made to wear a religious item which is not compliant with the school uniform policy and it can be reasonably demonstrated that the wearing of the item is of exceptional importance to that person's religious belief then such requests shall be considered by the Academy on a case by case basis and on balance with any applicable safeguarding, health and safety or other requirements of the academy.

3.5 Post 16 Dress Code

Our sixth formers are role models for the whole student community. This dress code indicates the standard of dress expected of Post 16 students. Our sixth formers are role models for the whole student community.

- This dress code indicates the standard of dress expected of Post 16 students. Hats and outdoor clothing should not be worn in school. Students who attend school or school functions wearing inappropriate clothing may be sent home to change.

- A single discreet nose stud may be worn. Other facial jewellery and visible tattoos are not acceptable. Students' hair colours must be those which are naturally occurring colours (for example no purple, but brown or blonde are acceptable).
- For PE activities, students must bring sports clothing which is not worn in school during the day.
- All 6th form students need to wear their ID lanyard when on the school premises.

Expectations	Guidance & Restrictions
Skirt or full length smart trousers	No shorts No blue or coloured denim: jeans, jackets, shorts or other accessories. No jean-style trousers (cotton trousers that look like jeans are not acceptable) No combat, sports excessively patterned or frayed trousers No mini or leather skirts No leggings (unless black and worn under a skirt of an appropriate length), ski pants or footless tights No jeggings No hooded tops: a hood on a jacket acceptable No leather trousers No sweatshirts No tops with an obvious logo
Top with sleeves	Sleeves may be short or long. No strappy tops Style to cover cleavage and midriff Shirt should have a collar Boys must wear a collared shirt with a tie
Shoes, sandals or leather boots	No flip flops or sandals without a strap at back No trainers or Converse shoes/boots, Vans or Dr Marten style boots No rubber soled shoes
Tailored jacket	Optional, not denim or leather

Formal occasions (when Post 16 students represent the school, including presenting assemblies)

Expectations	Guidance & restrictions
BLACK skirt of reasonable length or BLACK full length smart trousers	As above
BLACK or WHITE top with sleeves	As above Boys shirt and tie with jacket
BLACK shoes, sandals or leather boots	As above
BLACK tailored jacket	Optional

3.6 Inclusivity and Cost of uniform

- We want to ensure that the cost of uniform does not deter any student from applying to the school, nor leads to students feeling socially excluded or unable to afford other necessities.
- Due consideration has been paid to the Department of *Education statutory guidance Education (Guidance about Costs of School Uniforms) Act 2021*, and the uniform is as affordable as possible.
- 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. As such these items are as limited as possible.
- The policy provides multiple options for uniform retailers.
- If there is any family who would like assistance with basic uniform items, please contact the Head of Year. Such approaches will be handled with discretion and sensitivity.
- The PTA holds regular nearly new uniform sales, selling items at significantly reduced cost.

3.7 Responsibilities for the Uniform / Post 16 Dress Code and equipment Parents/Carers

- It is the responsibility of parents to ensure that their child comes to school in the correct uniform and that all items are correctly fitting, in good condition/repair.
- It is the responsibility of the parent/carer to replace any outgrown, lost or damaged items

3.8 School Staff

- All staff are responsible for monitoring uniform/dress code; all staff have a responsibility for ensuring that students are correctly dressed in lessons and elsewhere on the school site.
- A student wearing non-uniform/inappropriate clothing will be asked to rectify it immediately and may be issued with a 15 minute detention in line with the school's Behaviour Policy. If a student fails to remove an item/rectify the infringement, this will be considered defiance and sanctions implemented in line with the school's Behaviour policy.
- In the case of jewellery and other accessories, the student will be asked to remove the item, which may be confiscated. If a student fails to remove an item, this will be considered defiance and sanctions implemented in line with the school's Behaviour policy.
- In the event of repeated uniform/dress code infringements parents will be contacted and the student will risk being internally withdrawn from lessons being placed in Return 2 Learn or other sanctions being applied, according to the school's Behaviour Policy.
- Post 16 students who fail to adhere to the Dress Code may be sent home to change.
- The uniform policy and dress code apply to students travelling to and from school and taking part in school-related activities within and beyond timetabled lessons, on and off the school site, for example during educational visits, unless otherwise stated.
- Issues arising from the policy - parents should raise any issues relating to school uniform, Post 16 Dress Code or other aspects of appearance with the Principal.
- Requests to vary the uniform requirements for particular reasons such as medical needs will be carefully considered but it may not always be possible to accommodate due to health and safety, security or the maintenance of good order within the school. In accordance with the *DfE Guidance on School Uniform (Nov 2019) School uniforms* 'students have the right to manifest a religion or belief, but not necessarily at all times, places or in a particular manner. Where a school has good reason for restricting an individual's freedoms, for example, the promotion of cohesion and good order in the school, or genuine health and safety or security considerations, the restriction of an individual's rights to manifest their religion or belief may

be justified'. Students should raise issues with their Form Tutor/Head of Year. They may also request that uniform matters, including proposals for change, be put on to the agenda of Student Parliament meetings.

- Students should raise issues with their Form Tutor/Head of Year. They may also request that uniform matters, including proposals for change, be put on to the agenda of Student Parliament meetings.
- The Principal is the final arbiter in all matters of uniform and dress.

3.9 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 and students
- Offers a uniform that is appropriate, practical and safe for all students
- 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.

4. The Adeyfield Academy Equipment Code is as follows:

- All equipment must be carried each day and be readily available for checking when required
- As a school, we will sell the compulsory equipment through Gateway to support families who may find it challenging to access reasonably priced items
- Chromebooks or own devices are a requirement for all Key Stage 3 students as they progress through the school

4.1 Equipment - Compulsory Items

- Chromebook (Year 7-10)
- Black school bag
- Reading book
- Key Stage 3 Planner
- Pencil case (clear for exams)
- Blue/black pens
- HB pencils
- Red pen
- Scientific calculator (we recommend Casio FX-83GTX or Casio FX-85GTX)
- Eraser
- Sharpener
- Ruler (30cm)
- Highlighter

4.2 Additional Recommended Equipment

- Colouring pencils
- Protractor
- Pair of compasses
- Glue stick

4.3 Responsibilities for equipment

4.3.1 Parents/Carers

- It is the responsibility of parents to ensure that their child comes to school with the correct equipment.
- It is the responsibility of parents to ensure that all items are in good condition/repair.
- It is the responsibility of the parent/carer to replace any lost or damaged items

4.3.2 School Staff

- All staff are responsible for monitoring equipment; all staff have a responsibility for ensuring that students have the correct equipment when on the school site.
- A student without the correct equipment will be issued with a 15 minute detention in line with the school's Behaviour Policy and to replace the equipment for the following day. If a student fails to rectify the infringement, this will be considered defiance and sanctions implemented in line with the school's Behaviour policy.
- Students should raise issues with their Form Tutor during Line Up or Form time in order to find a solution as soon as possible.

4.3.3 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 and students

5. Monitoring

The Adeyfield Academy monitors and reviews its policies and procedures on a regular basis to ensure that there is compliance.

- This policy will be reviewed annually
- Annual meetings are held with Stevenson's and there are annual reviews to cost of items and necessity- there are planned adaptations for September 2024
- Changes in hair fashions may require staff to apply their judgement to ensure appearances are acceptable and reasonable.
- The uniform and equipment codes may be adapted as and when necessary at the discretion of the Principal.

This policy is linked to our:

- Behaviour Policy
- Equalities Policy
- Anti-bullying Policy

THE ADEYFIELD ACADEMY UNIFORM

UNIFORM YEARS 7-11

COMPULSORY ITEMS

- **ADYEFIELD BLAZER** - Black with school badge, sleeves rolled down*
- **ADEYFIELD TIE** - Worn smartly, top button fastened*
- **SKIRT** - Black, pleated, worn to knee (non-jersey)
- **TROUSERS** - Smart, plain black tailored trousers of waist height and ankle length. (uniform style only)
- **SHORTS** - Smart, plain black tailored shorts.
- **SHIRT** - Plain white, long or short sleeved
- **TIGHTS & SOCKS** - Plain black or nude (black ankle socks)
- **SHOES** - Sturdy, low-heeled, plain black formal shoe (High heeled, wedges, platforms, sports brands, and canvas not allowed)
- **HAIR** - Neat, tidy and smart. No extreme colours or styles.
- **BAG** - Black, waterproof, suitable to carry A4 books

NON-COMPULSORY ITEMS

- **JUMPER** - Black V-neck
- **COAT** - Smart, plain coats. Not to be worn inside after morning registration
- **MAKE-UP** - Only discreet make-up, no false nails, no false eyelashes
- **JEWELLERY** - Only a watch and one pair of studs permitted
- **HIJAB** - Black, securely worn. Full face head veils (Niqab) are not permitted



ALL UNIFORM AND POSSESSIONS MUST BE CLEARLY AND PERMANENTLY NAMED.



P.E. UNIFORM YEARS 7-11

COMPULSORY ITEMS

- **ADEYFIELD POLO SHIRT** - Black and racing green, with school badge*
- **BLACK SHORTS**
- **BLACK FOOTBALL SOCKS** - Uniform style
- **WHITE SPORTS SOCKS** - (when inside)
- **SPORTS TRAINERS** - Non-marking soles
- **GUM SHIELD** - For rugby
- **SHIN PADS** - For football
- **FOOTBALL BOOTS** - Firm ground / FG moulded boots. No metal studs. Astro trainers are not permitted (the ones with pimples on the sole).

NON-COMPULSORY ITEMS

- **ADEYFIELD MID LAYER** - Black with logo*
- **TRACKSUIT** - Sold as separates or as a set, plain black bottoms



All Adeyfield specific uniform items, marked with an asterisk (*) must be supplied by **Stevensons** <https://www.stevensons.co.uk/>. These can be purchased new, or alternatively, the PTA hold regular nearly new uniform sales at school. All other uniform items can be purchased from **Stevensons** or major retailers.

APPENDIX 2 - Equipment

