Rivers Campus Uniform

Policy

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Statement of intent

Rivers Campus believes that a consistent Academy uniform policy is vital for:

- Promoting the ethos of the Academy .
- Providing a sense of belonging and identity.
- Setting an appropriate tone for education.

For the purposes of this policy, **"uniform"** includes the following elements of pupils' appearance:

- Clothing, including the Academy's uniform itself, variations of the Academy uniform such as PE kits, and other clothing worn at Academy , e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the Academy has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable, and provides the best value for money for both the Academy and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education.

In writing and updating this policy, we have sought to:

- Engage with parents and pupils.
- Consider how this policy might affect groups represented in the Academy , especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for pupils.

- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Ensure that the uniform is suitable and safe for pupils who walk or cycle to Academy.
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

1. Legal framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following Academy's policies:

- Complaints Procedures Policy
- Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- Anti bullying policy

2. Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the principal and Academy community, a practical and smart Academy uniform that accurately reflects the Academy's vision and values.
- Ensuring that the Academy's uniform is accessible, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider Academy community regarding changes to the Academy's uniform.
- Ensuring that the Academy's uniform is accessible and affordable.
- Demonstrating in this policy how best value for money has been achieved.

- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.
- Processing and approving all eligible Academy's Uniform Assistance Application Forms.

The senior leadership team is responsible for:

- Enforcing the Academy's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Ensuring that pupils enter lesson and exit lessons in the full Academy uniform
- Set sanctions for pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical Academy uniform is important, e.g. Academy identity.

Parents are responsible for:

- Providing their children with the correct Academy uniform as detailed in this policy.
- Informing a Vice Principal if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- All uniform exemptions must be approved by the Vice Principal in advance.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the Principal has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why an Academy uniform is important to the Academy, e.g. Academy identity and community.

3. Cost principles

The Academy will develop its uniform policy in relation to the following starting principles.

The Academy will seek to ensure that the uniform is affordable. In doing so, the Academy will consider the total cost of Academy uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the Academy.

- The Academy will seek to keep the use of branded items to a minimum.
- The Academy will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.

- The Academy will seek to ensure that second-hand uniforms are available for parents to acquire. Information on second-hand uniforms will be published on the Academy's website.

Principles in practice

In accordance with the 'Academy's Admissions Policy', the Principal will ensure that the Academy's uniform requirements do not discourage parents from applying for a place for their child.

The Academy will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the Academy uniform. When evaluating whether costs are reasonable and proportionate, the Academy will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the Academy.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform.
- LAC and PLAC.

The Academy will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to Academy in clean uniform every day.

The Academy will keep variations in Academy uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum to ensure that pupils can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

The Academy will keep branded uniform items to a minimal level that is reasonable for all members of the Academy community. The Academy defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element.

The Academy will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that Academy uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The Academy will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The Academy will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'Academy uniform supplier' section of this policy.

The Academy will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

4. Equality principles

The Academy takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, the Academy will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access an Academy uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The Academy will ensure that parents and pupils are consulted over any changes to Academy uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents' concerns and requests regarding Academy uniform and amendments to it are handled on a case-by-case basis by the Vice Principal and always in accordance with the Academy's Complaints Procedures Policy.

Information on how the Academy ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

Gender

To avoid disproportionately impacting pupils of a certain gender, the Academy will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the 'Cost principles' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring them to buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The Academy will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'Academy uniform' section of this policy regardless of the legal sex recorded on the Academy's records. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the Academy will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the Academy's uniform policy.

The Academy will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

Race

To avoid disproportionately impacting pupils of a certain race, the Academy will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The Academy will follow the good practice guidance provided by the Equality and Human Rights Commission on 'Preventing hair discrimination in schools'.

SEND and medical conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the Academy will ensure its uniform policy takes into account the needs of these pupils. This includes:

- Ensuring the Academy uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

The Academy will ensure that it works with a supplier that acts in accordance with the Academy's values and principles on equality and inclusion.

5. Complaints and challenges

The Academy will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the Academy's Complaints Procedures Policy.

The Academy will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

In considering a complaint, parents should be aware that teachers can sanction pupils for breaching the Academy rules on appearance or uniform. The Academy expects this to be carried out in accordance with the Academy's published behaviour policy. The Academy aims to deal with pupil non-compliance in a proportionate and fair way.

6. Academy's uniform supplier

The Academy's current uniform suppliers are:

Stevensons

1-15 Heath Road

Twickenham

TW1 4DB

United Kingdom

twickenhambranch@stevensons.co.uk

School Bells

361 Staines Road

Ashford

TW15 1RP

info@schoolbellsuniform.co.uk

The Academy will order new uniform each **December**. Where the Academy is proposing to change suppliers, it will reach out to suppliers by **October** in the determination year.

7. Uniform assistance

If your child selects to attend Space Studio West London from Year 10, they will be provided with the following uniform items: blazer, jumper, tie and PE top.

Second Hand Uniform:

Second hand uniform can benefit all parents, in particular those on low incomes. In addition, by extending the life of garments, it is more sustainable. Rivers Academy works with a company called "grow out of it" which allows parents to purchase second hand uniforms online.

https://www.grownoutofit.co.uk/school/Rivers_Academy_West_London/19237

For parents to claim Academy uniform assistance, their children should be eligible for **FSM**. Eligibility will be determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil.

Families who meet the criteria will be asked to complete an Academy Uniform Assistance Application Form and return it to the **Academy office**.

Parents will be invited to donate their child's uniform when they no longer need it.

8. Non-compliance

Staff will be permitted to discipline pupils for breaching this policy, in accordance with the Academy's Behaviour Policy.

The Vice Principal, will be permitted to ask a pupil to briefly go home to remedy breaches to the Academy's uniform. When deciding whether to allow a pupil to return home, the member of staff will consider the pupil's age and vulnerability, the length of time it will take, and the availability of the pupil's parents. A parent will always be contacted before sending the pupil home – if contact with the pupil's parent cannot be made, the pupil will remain in the Academy isolation room until the infringement is corrected.

Where a pupil has been sent home to rectify uniform breaches, the absence will be recorded as 'authorised'. If a pupil repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence will be recorded as 'unauthorised'.

Parents will be notified of pupils' breaches of Academy uniform in all cases.

9. Academy uniform

The Academy uniform is as follows:

Uniform List

- Branded Academy blazer (Rivers Academy or Space Studio West London)
- School specific clip on tie, worn over a closed top button
- Branded Academy jumper (Rivers Academy or Space Studio West London)
- Plain white collared shirt
- Black classic uniform style, tailored straight-cut trousers
- Black classic uniform style **knee length** skirt
- Plain **black** socks or **plain black** or flesh coloured tights
- Plain black low heeled, fully enclosed leather shoes. Any logos or branding must be discreet. Laces, stitching and soles on shoes must be black.

PE KIT

- Branded PE top (Rivers Academy or Space Studio West London)
- Trainers with non-marking soles and football boots (for field use)
- Plain black tracksuit bottoms
- Plain black sports shorts

Pupils will be advised that jewelry is their personal responsibility and not that of the Academy. Lost or damaged items will not be refunded. All jewelry must be removed during practical lessons, including PE lessons and science experiments.

PLEASE REMEMBER TO MARK YOUR CLOTHING INCLUDING YOUR TIE, WITH YOUR

NAME

Items that are not permitted

- Open belts or belts with large buckles
- Casual leisure/chino/boot-leg/flare/jean style trousers
- Leggings, tight fitting trousers or Lycra skirts
- Trainers are only permitted for PE, no trainers will be allowed outside of PE.

Coats

Plain black waterproof coats, with no stripes, designs, patterns or slogans on them. No 'hoodies', cardigans or tracksuit tops of any description are allowed. Coats that do not fit this description will be confiscated.

Bags

Pupils are able to purchase Rivers Academy branded bags, however these are not compulsory. Pupils as an alternative must have a plain black bag with no logos. Academy bags must be big enough to hold A4 books. A handbag is not acceptable.

Hairstyles and nails

The Academy reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the Academy environment; however, the Academy will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the Academy's Complaints Procedures Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles, hair colours and headwear are not considered appropriate:

- extreme hairstyles (e.g. lines shaved into hair, number 1 shave, extreme colours or Mohican styles, this list is not exhaustive but rather some examples of what may be deemed to be extreme by the Academy.)
- An extreme hair colour is one which is not a student's natural hair colour. This includes highlights.
- Excessive hair accessories - Hair clips must be small in size and be plain black. The Academy reserves the right to decide what is extreme but invites pupils and parents to ask in advance if they need guidance.
- Headwear with bold patterns or colours (Must be plain black)
- Headwear featuring inappropriate words or images

Nail extensions, false nails and nail varnish are not acceptable at Rivers Campus. (All pupils will be asked to remove nail extensions and nail varnish).

Make up

Pupils in Year 7 – 9 must not wear makeup at all including nail varnish. Those in older years may wear subtle foundation and mascara only. Lipstick, eye shadow and blusher are not appropriate. False eyelashes **are not allowed**. Any excesses will be challenged and the Academy will reserve the right to decide on appropriate action. Pupils wearing excessive makeup will be required to remove it.

Hats and scarves

Hats must be plain black and woollen and can only be worn in winter months. Baseball caps are not acceptable. Scarves, including hijabs and headscarves, must be plain black. Scarves that do not fit this description will be confiscated and returned to the student at the end of the Academy day. No hats are to be worn in the buildings. Students are not permitted to wear balaclavas.

Vest, T shirts and other undergarments

T shirts, vests and other undergarments worn under white Academy shirts must be plain white and not clearly visible.

Piercings, jewellery and tattoos
There are to be no piercings at all except for 1 small, ***plain gold or silver stud*** in each ear. No deviation from this rule will be allowed due to Health and Safety requirements. No pupils will be allowed to attend lessons with other facial piercing. No other jewellery should be worn except for a discreet watch, if required. Pupils will not be allowed to enter Rivers Academy West London with a visible tattoo.

All items that do not form part of the above will be confiscated, placed in an envelope and will not be returned until the end of the term. Students that breach this will also receive detention.

The Academy will not take responsibility for items that are lost or damaged if they are brought onto the Academy premises at their own risk.

Equipment
Pupils should bring the following items to the Academy daily:

- Planner (provider by the Academy at the start of term)
- Pencil case containing
    - o Pens (to include at least one black pen, one green pen)
    - o Pencils
    - o Mathematical geometry set (including a 15cm ruler, compasses, protractor, eraser and set square)
- Scientific calculator
- Other equipment required for lessons on the day (eg PE kit, food technology ingredients)

Pupils without the correct equipment will be sanctioned.

10. Adverse weather

Pupils will be advised not to wear any jumpers or blazers during heatwaves. This will be communicated each morning that this applies.

11. Labelling and lost property

Parents will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be taken to the lost property box in the **Academy office**. All lost property will be retained for **one month** and will be disposed of if it is not collected within this time.