

RIDGEWAY ACADEMY



SCHOOL UNIFORM POLICY

Compiled by: Deputy Headteacher	Revision Number: One
Approved by: LGB	Date policy agreed: Summer term 2024
	Date of next policy review: Summer term 2025
Signed by: _____ (print name)	Signature: _____

RIDGEWAY ACADEMY

SCHOOL UNIFORM POLICY

1. AIMS

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for school uniform

2. LEGAL DUTIES UNDER THE EQUALITY ACT 2010

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

To avoid discrimination, we 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
- Do our best to ensure that uniform costs are similar for all students
- Allow all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons
- Respect adjustments to uniform on religious or cultural grounds (such as wearing headscarves)

If you have adjustments you would like considered on the grounds of equality, please contact the school.

3. LIMITING THE COST OF SCHOOL UNIFORM

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education on the cost of school uniform.

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.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible.
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items students could wear on non-school days, such as coats, bags and shoes

RIDGEWAY ACADEMY

- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding as far as possible different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

4. EXPECTATIONS FOR SCHOOL UNIFORM

4.1 Our school's uniform

Students in Years 7 – 11 are expected to wear full school uniform from the uniform list below. When considering PE kit, students should choose to wear the items from either PE Kit A or PE kit B. Heads of year may be contacted at any time for clarification.

Uniform List

- Black blazer with Ridgeway logo
- Black knee length permanent pleated skirt **or** black tailored regular fit trousers with no buckles or embellishments
- School tie
- **Optional** black V-necked jumper with Ridgeway logo (sewn on is permitted)
- White collared shirt
- Black shoes: leather or imitation leather (not trainers/canvas shoes/boots)
- If wearing a black knee length pleated skirt, black opaque tights (no leggings or leg warmers) should be worn without socks under or over them. On hot days, in the summer term, plain white or black ankle socks (not sports/trainer socks) may be worn instead of tights. No long socks are permitted.
- If wearing black tailored trousers, black socks should be worn

PE Kit A

- Black Ridgeway shorts
- Black and red skort
- Red Ridgeway logo polo top
- White soled trainers
- Football boots (students should wear appropriate footwear for the 3G pitch. This should be plastic-studded footwear only (no metal studs). Blades, dimples or flat-soled shoes are not permitted)
- White socks
- Black and red Ridgeway Games socks
- Plain black sports leggings
- Plain black tracksuit bottoms (stripes and logos are not permitted)
- Shin Pads
- Mouth Guard

RIDGEWAY ACADEMY

PE Kit B

- Black Ridgeway shorts
- Black and red reversible rugby top
- White soled trainers
- Football boots (students should wear appropriate footwear for the 3G pitch. This should be plastic-studded footwear only (no metal studs). Blades, dimples or flat-soled shoes are not permitted)
- Red Ridgeway logo polo top
- White socks
- Black and red Ridgeway Games socks
- Plain black tracksuit bottoms (stripes and logos are not permitted)
- Shin Pads
- Mouth Guard

All items with logos are available only from registered stockists listed in section 4.2.

Additional Requirements

- Plain black, navy or dark grey top coat. No leather, leather look or denim coats. Bomber jackets are NOT acceptable. All belts should be plain black without ornate belt buckles.
- No jewellery except for a watch and one small gold/silver stud in each earlobe (max 2mm). Earrings should be plain with no gem stones and are not to be worn in PE or Games lessons. Minimal makeup, no false nails or nail polish (including French polish).
- No form of facial piercing, including nose/tongue studs, is allowed.
- Hairstyles should be moderate and in keeping with the Ridgeway uniform. Extreme styles are not permitted including shapes shaved into the hair. Hair should be one natural colour. 'Skin fades' or 'skin head' styles are not permitted. Lines are not permitted to be shaved into eyebrows. Red or black headscarves can be worn for religious or cultural reasons. Facial hair is not permitted; however, students are allowed to request changes to our rule on facial hair for religious reasons.
- The uniform should be worn correctly at all times, both in and out of school and to and from school. Shirts should be tucked in, top buttons done up and ties worn correctly. The length of the skirt is to be no higher than 5 cm above the top of the knee and must never be rolled over at the top.
- All items of uniform should be clearly labelled with the student's name.

4.2 Where to purchase it

School uniform can be purchased from the following suppliers:

- Stevensons
- Smarty Schoolwear

5. EXPECTATIONS FOR OUR SCHOOL COMMUNITY

5.1 Students

Students 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)

RIDGEWAY ACADEMY

5.2 Parents and carers

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition
- Parents are also expected to contact their child's Head of Year if they want to request an amendment to the uniform policy in relation to:
 - Their child's protected characteristics
 - The cost of the uniform

Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor students to make sure they are in correct uniform. Consequences may be issued to students in breach of the correct uniform policy.

In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

5.4 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
- 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.

6. MONITORING ARRANGEMENTS

This policy will be reviewed annually by the Leadership Group of the school. At every review, it will be approved by the full governing body.

7. LINKS TO OTHER POLICIES

This policy is linked to our:

- Behaviour for Learning policy
- AAT Anti-bullying policy
- AAT Complaints policy