Uniform Policy

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SIGNATURES:

Principal	Mrs J. Owens
Chair of Governors	Mrs H. Mottram

Statement of Intent

Castle View Enterprise Academy believes that a consistent uniform policy is vital to promote the ethos of the Academy and provide a sense of belonging and identity for all students, regardless of their protected characteristics or socio-economic circumstances.

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 students, and is affordable and the best value for money for the Academy and students' families.

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

1. Legal framework

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

- Education and Inspections Act 2006.
- Education Act 2011.
- Human Rights Act 1998.
- Equality Act 2010.
- The UK General Data Protection Regulation (UK GDPR).
- Data Protection Act 2018.

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

- DfE (2021) 'Cost of Academy uniforms'.
- DfE (2021) 'Academy Admissions Code'.
- DfE (2021) 'Academy uniforms'.

This policy operates in conjunction with the following Academy policies:

- Students Behaviour Policy

This policy acknowledges Government guidance on branded uniform items:

From September 2026:
- *schools should limit the number of compulsory branded items of uniform and PE kit to 3 or fewer.*
- *secondary and middle schools should limit the number of compulsory branded items of uniform and PE kit to 4 or fewer, if one is a tie.*

2. Roles and Responsibilities

The governing board is responsible for:

- Establishing, in consultation with the principal and Academy community, a practical and smart uniform that accurately reflects the Academy's vision and values.
- Ensuring that the Academy's uniform is accessible and inclusive, and does not disadvantage any student by virtue of their protected characteristics or socio-economic status.
- Ensuring that the Academy's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's 'Cost of Academy Uniforms' guidance.
- Approving all eligible applications for uniform assistance.

The principal is responsible for:

- Enforcing the Academy's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a student is in breach of the policy.
- Providing students with an exemption note as appropriate, e.g. for a student who has a broken arm and requires a loose-fitting top.
- Processing and approving all eligible Academy Uniform Assistance Application Forms.

Staff members are responsible for:

- Ensuring that students dress in accordance with this policy at all times.
- Disciplining students who are in breach of this policy.
- Ensuring that students 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 the principal if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Students 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 is committed to ensuring that its uniform is affordable and accessible to all students, and does not place an unreasonable financial burden on parents.

The principal will ensure that the Academy's uniform policy does 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 consider the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, students at the Academy.
- Parents of students with protected characteristics that may impact their ability to access the uniform due to costs.
- Looked After Children and Previously Looked After Children

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 student, 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 keeps variations in Academy uniform for different groups of students to a minimum where possible, to ensure that students can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The Academy keeps 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, including by virtue of logos, colours, design and fabrics. Where the Academy decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible.

The Academy is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective students, and that the best value for money is secured through reputable suppliers.

The Academy will not amend uniform requirements regularly and will take the views of parents and students into account when considering any changes to Academy uniforms.

4. Equality Principles

The Academy takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all students are supported to access an Academy uniform which is comfortable, suitable for their needs, and reflects who they are.

The Academy will work to ensure that the Academy uniform's cost does not disproportionately affect any students by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The Academy will ensure that parents and students are consulted over any changes to Academy uniform, and that views and advice is sought specifically from students, and parents of students, who:

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

The Academy implements a gender-neutral uniform, meaning that students are not 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 students are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

The Academy ensures that students who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The Academy endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual students are weighed against any health and safety concerns for the entire Academy community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the principal and governing board, and always in accordance with the Academy's Complaints Procedures Policy.

The Academy ensures that the needs of students with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these students cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

5. Complaints and Challenges

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

To make a complaint, parents should refer to the Complaints Procedures on the Academy website and follow the stipulations outlined.

When a complaint is received, the Academy works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a student to accommodate particular social and cultural circumstances.

6. Academy Uniform Supplier

Our current Academy daily uniform supplier:

Michael Sehgal & Sons Ltd, 28/40 Scotswood Road, Newcastle upon Tyne, NE4 7JB.

www.michaelsehgal.co.uk

Our current Academy PE kit uniform supplier:

Total Sport, Hendon Rd, Hendon, Sunderland, SR1 2JD

https://totalsport.co.uk/collections/castle-view-academy

The contracts will be retendered at least every five years.

7. Pre-loved Uniform

Parents are invited to donate their child's uniform when they no longer need it. Donations should be clean and in good order. Parents who would like to apply for pre-loved uniform should contact their child's Head of Year.

8. Non-compliance

Staff members are permitted to discipline students for breaching this policy, in accordance with the Academy's Behaviour Policy.

9. Academy Uniform

Our emphasis is on 'business dress' to match our ethos and specialism. The specific uniform requirements are outlined below.

The school uniform is as follows:

- Black blazer with badge.
- Plain white poly-cotton blouse/shirt.
- Castle View Enterprise Academy skirt or plain black tailored trousers.
- Castle View Enterprise Academy tie.

- Socks – black.
- Tights – plain black.
- Black shoes – flat, can be polished, plain and sensible style with no distinctive fashion features.

Please note that all uniform should reflect 'business dress'. Trousers must not be skinny, stretchy or tight. Shirts and blouses must be tucked in to skirt / trousers. Skirts should not be short and should rest at the knee. Ties should be worn to cover all the buttons of the shirt. The top button of the shirt or blouse must be fastened.

Permitted jewellery that may be worn is:

- A smart and sensible wrist watch, religious jewellery or medical alert jewellery.

Students may wish to wear an outside coat to travel to and from the Academy. Sports tops, tracksuit tops and hoodies are not permitted. Students should avoid wearing expensive coats. All outdoor clothing must be hung on the coat rail at the beginning of the day and collected at the end of the day.

Academy Bag

All students must carry a bag. It must be robust, plain black, and large enough to carry an A4 folder. Bags featuring inappropriate images, slogans or phrases are not permitted.

P.E. Kit

All students must wear the following compulsory item for every PE every lesson:

- A purple CVEA PE shirt (purchased via the above website).

Students must also wear:

- Trainers suitable for physical activity.

All other PE kit items should be PLAIN black. These may be purchased from Total Sport to match the new kit, but plain, unbranded alternatives are fully acceptable. Approved items include:

- Plain black shorts.
- Plain black leggings.
- Plain black jogging bottoms.
- Plain black jumper.

Hoodies of any description are NOT permitted.

We strongly advise wearing the following equipment, as they can greatly reduce the risk of injury during sporting activities.

- Shin pads.
- Gum shield.
- Football boots.

Students who are members of the Sport and Performance Academy are permitted to wear their

Academy kit during PE lessons.

Legacy PE kit may continue to be worn until it is no longer serviceable, at which point it must be replaced with the new-style academy kit.

Hairstyles

The Academy reserves the right to make a judgement on where students' hairstyles or hair colours are inappropriate for the Academy environment; however, will ensure that any such judgements do not discriminate against any student by virtue of their protected characteristics. Each individual student's scenario will be considered 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.

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

The following hairstyles are not considered appropriate for Academy:

- Brightly-coloured, dyed hair.
- Headwear with bold patterns or colours.
- Excessive hair accessories.

Make-up

The Academy rules on make-up are as follows:

- Only light, natural-looking makeup is permitted.
- False nails and nail extensions are not permitted.
- Only clear nail varnish may be worn.
- Temporary tattoos are not permitted.
- Fake tan is not permitted.

Students wearing excessive make-up are required to remove it.

10. Labelling

All students' clothing and footwear should be clearly labelled with their name. Named items will be returned to students.

Any lost clothing will be taken to the lost property box at Student Services. All lost property will be donated to a charity shop if it is not claimed at the end of each half term.

11. Monitoring and Review

This policy is reviewed every two years by the chair of governors and the principal