The Park Federation Academy Trust

James Elliman Academy

Uniform Policy 2026 - 2027

Version History

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Contents

1. Aims 4
2. Our school's legal duties under the Equality Act 2010 4
3. Limiting the cost of school uniform 4
4. Expectations for school uniform 5
5. Expectations for our school community 6
6. Links to other policies 7

1. Aims

All pupils at James Elliman Academy are expected to dress in full school uniform as we believe this is a very important part of our ethos and culture.

James Elliman Academy is an inclusive school, encouraging individuality and a sense of belonging. We promote an atmosphere which encourages effort, enjoyment and a celebration of the achievements of all our pupils. Our uniform identifies us as a community and reinforces our culture of high expectations and academic achievement.

In setting out our Uniform Policy we are mindful of the importance of respecting religious traditions, of keeping the costs at a reasonable level, and being flexible according to the weather and other matters.

2. Our school's 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 and religion or belief.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all pupils 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 pupils.
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back).
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable.
- Allow pupils to request changes to swimwear for religious reasons.
- Allow pupils to wear headscarves and other religious or cultural symbols.
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with a member of the senior management team via the school office, who can answer questions about the policy and respond to any requests

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 will make sure our uniform is available at a reasonable cost and provides the best value for money for parents/carers

We will do this by:

- Limiting any items with distinctive characteristics where possible by only asking that the jumper features the school logo which can be purchased from Schools Days direct on Slough Trading Estate where possible. However, if the logo jumper is not affordable, pupils are also allowed to wear a plain green jumper or cardigan.
- All pupils are expected to wear a green and gold striped tie which can be purchased from Schools Days direct on Slough Trading Estate.
- We will request any parent/carers of pupils leaving the school community to donate their logoed items to the school via the school office for parents to acquire second-hand uniform items.

4. Expectations for school uniform

4.1 Our school's uniform

Uniform consists of:

- All pupils are expected to wear a green and gold striped tie which can be purchased from Schools Days Direct on Slough Trading Estate.
- Logoed green sweatshirt or cardigan. The items can be purchased through Schools Days Direct on Slough Trading Estate. However, if the logo jumper/cardigan is not affordable, pupils are also allowed to wear a plain green jumper or cardigan.
- White polo shirts/blouse
- Grey or black trousers or grey tailored shorts
- Grey or black skirt or pinafore dress.
- Black, sensible, low-heeled shoes or plain black trainers with black sole. Boots should only be worn when weather permitting.
- Plain grey or white socks or black, grey or white tights/leggings.
- In the summer term, green and white checked dresses. Some children choose to wear shorts or leggings under their skirt or dress for modesty. These should be plain black or white, if worn under a summer dress.
- Headscarves worn for religious reasons should be plain and green, white or black in colour.
- Hair styles should be neat and tidy and promote our high standards of dress. Long hair should be off the face in all lessons and fully tied back for PE. There should be no extremes of style or colour and no shaved lines or patterns. Hair accessories should be discreet, plain and green, white or black in colour.
- Pupils do not require large school bags or additional equipment besides basic stationery.
- Any additional equipment brought in is under families' own risk.
- Lunchboxes should be named, stored on the class lunchbox trolley and taken home every day.
- Water bottles should be named and they will be kept in the classroom other than when taken outside or to the hall for sports activities. Pupils are encouraged to drink water and should not bring other drinks into school.
- Nail varnish and make up is not allowed.
- Jewellery, unless it is worn for religious reasons, is not allowed. Pupils may wear small, plain stud earrings which must be removed for PE and swimming. If pupils cannot yet remove earrings they can be covered with a plaster or tape provided by home as a temporary measure.
- Pupils may wear small, discreet watches with no cameras must be removed for PE. Otherwise, pupils will be asked to remove them.
- Pupils require an overall or old shirt to protect their uniform during art lessons.

PE lessons.

- Plain black or grey shorts.
- Plain black, grey or white t-shirt.
- Plain black, grey or white trainers or plimsolls.
- Green, black or grey sweatshirt and long black or grey trousers or tracksuit bottoms for outdoor PE in winter
- No football kits or logos on any items.

Swimming

- Conventional swimming costumes must be worn, a one-piece costume for girls (no bikinis).
- Pupils who wish to wear 3-piece swim sets or leggings for religious or personal reason may do so under their swimming costumes. Leggings must in the same fabric as swimming costumes and contains no cotton.
- Rash vest, made out of the same fabric as swimming costumes, can also be worn.
- All pupils must wear a swimming hat. First swimming hat will be provided by the school free of charge. Parents/carers will be expected to pay for any replacement hats.
- All jewellery and watches must not be worn on swimming days. Any jewellery religious must be covered to protect it during the lesson.
- Pupils are allowed to wear optional goggles.

STRATEGIES

- Pupils will be encouraged and reminded to wear the correct uniform as described above.
- All items of clothing and equipment should be clearly labelled with the child's name.
- Pupils will be asked to remove jewellery or accessories that do not form part of the uniform.
- These can be kept securely until the end of the day and then returned to the pupil.
- School does not take responsibility for lost watches or jewellery.
- Money should only be brought into school for a specific purpose.
- Pupils will not be excused from PE or swimming without a written request from parents.

4.2 Where to purchase it

Logo items and ties can be purchased at:

School Days Direct LTD
20a Buckingham Avenue
Slough Trading Estate
SL1 4QA

Contact number: 01628 665353

- All other uniform items can be bought widely from 'high-street' retailers and supermarkets.
- Donated, second-hand uniforms, if available, can be purchased for a discounted price from the school office.

5. Expectations for our school community

5.1 Pupils

Pupils 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).

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 and in good condition
- Clearly labelled with the child's name

Parents/carers 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 pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy a reminder slip detailing the breach. If the situation does not improve, a meeting will be arranged with the families and a member of the senior leadership team.

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

5.4 Governors

The Governing Board should be receptive to any reasonable complaint from parents or carers concerning uniform, handling it respectfully, and should consider fully the issues they raise. Governors should aim to work with parents to arrive at a mutually acceptable outcome.

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 pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

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. Links to other policies

This policy is linked to our:

- Complaints Policy
- Educational Visits Policy
- Equality Objectives Statement
- Home/School Partnership Agreement