

## UNIFORM POLICY SECONDARY

**KBA Policy 2025/26**

### **. Purpose**

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. 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, religion or belief, and gender reassignment.

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 Mr Henton (Vice Principal), 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 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 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 pupils could wear on non-school days, such as coats and bags.
  - Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
  - Avoiding different uniform requirements for different year groups
  - Avoiding different uniform requirements for extra-curricular activities
  - 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 pupils on any proposed significant changes to the uniform policy moving forwards and carefully considering any complaints about the policy

### 4. Expectations for school uniform

#### 4.1 Our school's uniform

##### Secondary School Uniform Year 7-11

Item	Compulsory or Optional	Purchase From
KBA blazer	Compulsory	Karlsports
Black trousers	<i>Either trousers or KBA pleated kilt are compulsory</i>	Any retailer
KBA pleated kilt		Karlsports
KBA House tie	Compulsory	Karlsports

KBA V-necked jumper	Optional	Karlsports
White formal shirt	Compulsory	Any retailer
Black polishable shoes	Compulsory (No boots, trainers or other forms of footwear are allowed)	Any retailer
Plain black or white socks/tights	Compulsory	Any retailer

**Secondary Physical Education School Uniform Year 7 to 11 (to be worn on timetabled PE days)**

Item	Compulsory or Optional	Purchase From
KBA sports polo shirt	Compulsory	Karlsports
Black training trousers OR Black sports leggings	Compulsory	Any retailer
KBA sports hoodie	Compulsory	Karlsports
KBA sports shorts	Optional	Karlsports
KBA sports skorts	Optional	Karlsports
KBA sports zip rain jacket	Optional	Karlsports
Moulded Football Boots (for use on the astro)	Compulsory	Any Retailer

**Other Uniform Expectations**

**Jewellery**

One pair of small, plain stud earrings and a watch are the only items allowed. All jewellery must be removed for PE activities and is brought into school entirely at the student's own risk. Students should not wear multiple rings, or jewellery in the upper ear, ear cartilage, nose, tongue or gum. Students will be asked to remove these by any member of the academy staff. Necklaces and bracelets should not be visible over the school uniform.

If you decide to allow your child to have piercings additional to a single stud in each ear, please ensure that they are removed for school. We ask parents and carers not to allow their children to get new piercings close to the start of the school year or a new term. New piercings will need to be removed even though this may cause them to 'close up'.

**Hairstyles**

Students are expected to have moderate hairstyles, avoiding extremes. A definitive list of acceptable and unacceptable hairstyles is impractical, but our guiding principle will relate to whether or not the hairstyle is appropriate for a professional, working environment.

### **Make Up**

Discreet make-up only is allowed. In practical terms this means no bright lipstick, eye shadow, eye liner, false eyelashes or false nails.

### **Nails**

False nails can represent a health and safety risk in physical education lessons and are not appropriate for school. It is far easier to maintain the cleanliness of short, natural nails than longer acrylic or varnished ones. Clear or subtle nail varnish is allowed.

## **4.2 Buying uniform**

All orders are placed through Karlsports. Their website can be found at <https://karlsports.co.uk/> and they also have a shop located at Unit 7, Trafalgar Road, Kettering, Northamptonshire NN16 8DB.

We actively encourage parents to donate good quality items of used uniform to the **Friends Of KBA** so that this can be made available for sale at reduced rates for those who are identified as being in need. Parents who wish to either donate or purchase secondhand uniform should contact Kelly Brace ([kellybrace@kba.uk](mailto:kellybrace@kba.uk))

## **4.3 Monitoring uniform**

Staff will closely monitor pupils to make sure they are in correct uniform when they enter the academy in the morning and throughout the day in lessons and during free time. They will give any pupils breaching the uniform policy the opportunity to correct their uniform.

If a student arrives to school without the correct uniform, they will be asked to borrow the relevant item and wear this during the school day. These borrowed items must be returned to the designated location at the end of the school day. Failure to return an item of uniform may result in an after-school detention.

Ongoing breaches of our uniform policy will be dealt with in line with our behaviour policy.

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. 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 (unless otherwise specified by the staff leading the trip/event)

Wearing the uniform 'correctly' includes the following points.

- Blazers must be worn in the corridors but may be removed in lessons
- Top buttons must be done up on shirts
- Shirts must be tucked in

- Skirts should be worn at a reasonable length
- Outdoor coats/jackets/hoodies must not be worn inside

Amendments to these expectations, for example due to extreme weather conditions, will be communicated with parents and students in a timely manner.

Pupils are expected to contact Mr Henton (Senior Vice Principal) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

## 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

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.

### ***Frequently Asked Questions Regarding Uniform***

#### ***What happens if my child comes to school without an item of compulsory school uniform?***

If there is a medical reason for your child not wearing an item of uniform that is compulsory, we ask that you inform their Head of Year either by email or telephone **before your child arrives at school on that day**. If no reason is provided your child will be required to borrow the relevant item from the school's store.

#### ***Why can't my child wear clothes, jewellery or make-up to express their personality and individuality?***

School is a formal setting (just like a place of work or business) where students should be treated equally and have equal access to attention and support from staff. We do not want to encourage an environment where students are competing in terms of their appearance or how "fashionable" they look. Students very often claim that their appearance sets them apart from others and is an expression of individuality when actually they are simply conforming to the expectations of their peer group.

#### ***Why can't my child wear piercings/nail extensions/varnish when I have been told that other children do?***

Students often use this as their first defence with parents/carers and members of staff. Invariably, the truth is that everyone else is not being allowed to break the rules that also apply to your child. Where there are students wearing piercings/nail varnish/extensions then they will also be dealt with. However, the school is not at liberty to discuss the sanctions and issues regarding another child with you or your child. In the same way, we will not discuss issues to do with your child with others.

#### ***Why can't my child have nail extensions?***

As previously stated, long nail extensions pose a risk when a student is engaged in physical activity or taking part in specific subjects within the curriculum. If one is ripped off or brushes another student, this can result in painful cuts and rips to the skin. In addition, the academy does not want to encourage an environment where such "additions" to appearances are taken as the norm.

### 5.3 Governors

The governing board have reviewed and ratified this policy to 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. Monitoring the policy

This policy will be reviewed annually. At every review, it will be approved by Local Governing Body.

## 7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy

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