



# Uniform Policy

*This policy has been approved by the Board of Trustees with reference to the academy's Equality Policy. The aims of the Equality Policy are to ensure that Plume Academy meets the needs of all, taking account of gender, gender identity, ethnicity, culture, religion, language, sexual orientation, age, ability, disability and social circumstances. It is important that in this academy we meet the diverse needs of students to ensure inclusion for all and that all students are prepared for full participation in a multi-ethnic society.*

<b>Approved by:</b>	Board of Trustees	<b>Date:</b> 23 March 2022
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<b>Last reviewed on:</b>	March 2022
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<b>Next review due by:</b>	March 2023
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## Contents

1. Aims .....	2
2. Plume Academy’s legal duties under the Equality Act 2010 .....	2
3. Limiting the cost of academy uniform .....	3
4. Expectations for academy uniform.....	4
5. Expectations for our school community.....	8
6. Monitoring arrangements .....	9
7. Links to other policies .....	9

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### 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 our 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. Plume Academy’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 academy 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.
- Make sure that our uniform costs the same for all students.
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back for health and safety reasons).
- Allow all students to style their hair in the way that is appropriate for attending the academy yet makes them feel most comfortable and at ease.
- Support our students who wish to wear headscarves and other religious or cultural symbols that are of huge importance to them and their respective families.
- Allow for adaptations to our policy on the grounds of equality by asking students, or their parents/carers, to get in touch with Mr Stoneman, Vice Principal, who can answer any question posed about this specific policy.

### 3. Limiting the cost of academy uniform

Our academy has a duty to make sure that the uniform we require our students to wear is affordable, as highlighted in the latest statutory [guidance](#) from the Department for Education.

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. Therefore, we will make sure our uniform:

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

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary.
- Where possible, limiting any items with distinctive characteristics.
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties.
- Avoiding specific requirements for items students could wear on non-school days, such as coats, bags and shoes.
- Keeping the number of optional branded items to a minimum so that the academy's uniform also acts as a social leveler.
- Avoiding different uniform requirements for different year/class groups.
- Avoiding different uniform requirements for extra-curricular activities.
- Considering alternative methods for signaling 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 to further minimise the financial impact on our parents and carers.
- Consulting with parents/carers and students on any proposed significant changes to the uniform policy.

## 4. Expectations for academy uniform

### 4.1 Our Academy's uniform

Our students will be continually encouraged to take great pride in their personal appearance and therefore, academy uniform must be worn at all times. We also ask for your support and cooperation to ensure our students' uniform standards remain as high as possible.

\*Blazer – Navy blue with academy badge

Shirt – Plain white shirt with collar.  
Shirt should be tucked in and top button done up at all times.

Trousers – Harrow grey or graphite grey academy trousers.  
Shorts – Harrow grey or graphite grey academy tailored shorts.  
\*Skirt – graphite grey academy skirt.

**Belts must be plain black leather or faux leather.**

**Please note from September 2022, the academy's trousers and shorts colour will change from only 'Graphite Grey' to also include 'Harrow Grey'.**

\*Tie – Navy, pale blue and white striped academy tie.  
Must be tied to show a minimum of four full pale blue stripes below the knot.

Socks/Tights – Plain black (ankle high) socks.  
Tights must be "natural" or plain black.  
**Socks or tights must always be worn.**

Shoes – must be plain black leather with no white or coloured logos or stitching.  
Heels must be no higher than 4cm and we do not allow suede shoes, boots, sling-backs, wedges or trainers like 'Nike Air Max'. However, we do allow all black Nike Air Force 1s, Converse, All Stars, Puma and similar but, again, they must be all black leather, examples of which are highlighted below.



**\*Optional Knitwear** – Plain navy blue V-neck woollen jumper worn beneath the academy blazer **not instead of** the blazer.

**Coats** – Students are not permitted to wear coats, hoodies or other outdoor garments inside the academy's buildings.  
We do, however, encourage coats to be worn to the academy and during lunch/break times during winter months.

**Jewellery** – a maximum of **one plain, small stud worn in the lobe of each ear** and a watch if required.  
**No other jewellery to be worn in the academy including friendship bands.**

**No make-up to be worn in the academy (including nail varnish).**

**Hair must be a natural colour and must not be styled in an extreme manner. This includes tram lines being shaved in.**

**Year 11** will be offered the opportunity to purchase and wear a tie specifically for their year group (as supplied by the academy's uniform supplier).

**Parents/carers of students who fail to meet the expectations highlighted in this document and in terms of the academy uniform will be asked to collect their son/daughter from the academy and to rectify the necessary issues. Parents/carers are then expected to return their son/daughter to the academy as quickly as possible that same day.**

These items marked \* must be purchased from our named suppliers via the following link on the academy's website:

<http://www.yourschoolwear.co.uk/plume-maldons-community-academy-185-c.asp>

## PLUME ACADEMY PE KIT

<b>Indoor</b>		
<p style="text-align: center;"><b>Years' 7 to 9</b></p> <p style="text-align: center;">Plume sky blue/navy unisex or fitted sports polo shirt</p> <div style="display: flex; justify-content: space-around; align-items: center;">  <span style="font-size: 24px;">or</span>  </div>	<p style="text-align: center;"><b>Years' 10 and 11</b></p> <p style="text-align: center;">Plume navy/sky blue unisex or fitted sports polo shirt</p> <div style="display: flex; justify-content: space-around; align-items: center;">  <span style="font-size: 24px;">or</span>  </div>	<p style="text-align: center;"><b>Years' 7 to 11</b></p> <p style="text-align: center;">Navy shorts White socks Trainers</p> <p><b>Optional</b> Plume navy leggings</p>
<b>Outdoor</b>		
<p style="text-align: center;"><b>Years' 7 to 11</b></p> <p style="text-align: center;">Plume navy/sky blue long-sleeved halfzip Sports top, or Plume navy/sky blue long-sleeved sports Jersey</p> <div style="display: flex; justify-content: space-around; align-items: center;">  <span style="font-size: 24px;">or</span>  </div>	<p style="text-align: center;"><b>Years' 7 to 11</b></p> <p style="text-align: center;">Navy shorts Plain navy tracksuit bottoms – no logos Plume navy/sky blue PE socks Trainers or football/rugby boots depending on the activity Shin pads - depending on the activity</p> <p style="text-align: center;"><b>Optional - to be worn subject to weather conditions</b> Plume navy leggings or navy leggings Plume school base layer or a navy base layer</p>	
<p><b>Uniform suppliers:</b> <a href="http://www.yourschoolwear.co.uk">http://www.yourschoolwear.co.uk</a></p>		
<p><b>Non-Participants in Physical Education lessons</b></p> <p>Students who are injured or ill should provide their teacher with a note from their respective parent/carer. All students will be expected to wear their PE kit for lessons and participate as best as they possibly can.</p>		

## 4.2 Where to purchase it

Where possible, we endeavour to ensure that the bulk of our uniform can be purchased more widely from 'high-street' retailers, however, we politely request that the items marked \* to be purchased from our named suppliers via the following link on the academy's website:  
<http://www.yourschoolwear.co.uk/plume-maldons-community-academy-185-c.asp>

### Uniform supplier arrangements

As an academy we always seek to ensure that our uniform supplier, Anglia School & Sportswear Ltd, give the highest priority to cost and value for money (including the quality and durability of the garment). Anglia School & Sportswear Ltd are the main supplier for the majority of secondary schools in this area and in line with the statutory guidance, our contract is retendered at least every five years to ensure the best value for money is secured.

### Uniform prices may be subject to change

Whilst all prices quoted by Anglia School & Sportswear Ltd are relevant from April 2022, the suppliers reserve the right to increase costs in line with inflation as their costs are increased from additional material and transport costs. We hope this will not be the case, however, and it is important to note that the academy does not make any profit or receive any commission from the sale of uniform.

### Second-hand uniforms ('Pre-loved Plume Academy uniform items')



As an academy, we have made available for several years now a second-hand uniform shop for parents/carers to acquire from our Mill Road Campus to provide an environmentally friendly and cost-effective option that is compliant with current legislation and guidance.

Second-hand clothing is becoming increasingly popular as it extends the life of garments, is more sustainable and therefore, more conducive for the environment. The second-hand uniform is staffed and managed by our fantastic Parent Voice Group, and all monies collected from this fund-raising activity are fed directly back into resources for our students.

Should you have any queries relating to our current second-hand stock, please do not hesitate to contact **Mrs. Cross** via **01621 854681** or [pre-loveduniform@plume.essex.sch.uk](mailto:pre-loveduniform@plume.essex.sch.uk)

Furthermore, if you have any good condition, clean, academy uniform that is no longer required by your child, please do support the second-hand shop by donating these items. These can be brought into either academy campus reception at any time.

## 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 academy premises.
- Travelling to and from the academy.
- At out-of-school events or on trips that are organised by the academy, or where they are representing the academy (if required).

Students are also expected to contact Mr Stoneman, 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 their child's name.
- In good condition.

Parents and carers are also expected to contact the respective **Head of Year** or **Assistant 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 and carers are expected to lodge any complaints or objections relating to the academy uniform in a timely and reasonable manner.

Any disputes about the cost of our uniform will aim to be:

- Resolved quickly.
- Dealt with in accordance with our ratified Complaints Policy.

The academy will always look to work closely with our parents and carers to arrive at a swift, mutually acceptable outcome.

### 5.3 Staff

Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply, but will follow up with the relevant sanctions from the respective Head of Year if the situation does not improve.

Ongoing breaches of our uniform policy will also be dealt with by the academy's ratified Behaviour 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 as subtly and as swiftly as possible.

### The use of Student Learning Credits

Pupil Premium Grant (PPG) funding is aimed at raising the attainment of Free School Meals students or students who have received Free School Meals in the past. Each student who is entitled to Student Learning Credits has £50 allocated to them in Autumn term and these credits can be used to purchase school uniform through our online uniform shop. Student Learning Credits are monitored by our PPG Achievement Coordinator. Therefore, should you have any queries about these arrangements, please do not hesitate to contact **Mrs. Frost (PPG Achievement Coordinator) via 01621 854681.**

### 5.4 Board of Trustees (BoT)

The Board of Trustees will review this policy and make sure that it:

- Is appropriate for our academy's context.
- Is implemented fairly across the academy.
- Takes into account the views of parents/carers and students.
- Offers a uniform that is appropriate, practical and safe for all of our students.

The BoT will also make sure that the academy'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 five years.

## 6. Monitoring arrangements

This policy will be reviewed annually by Mr Stoneman, Vice Principal. At every review, it will then be reviewed and approved by the Board of Trustees.

## 7. Links to other policies

This policy is linked to our:

- Behaviour Policy

➤ Anti-bullying Policy

➤ Complaints Policy