**Uniform Policy**

This policy sets out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers, and will explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010. It will also 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, 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 pupils to have natural long hair (though we reserve the right to ask for this to be tied back and of a manageable length)
* 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 the 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.

The Boxing Academy is a specialist setting and requires all pupils to be in uniform suitable for gym-based activities so we 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 sourcing the tracksuits for the best value for money, and we provide the first set of uniform free to all parents/carers. A second set is available to buy for no more than £50 and any family that is struggling to afford one can contact the Principal to discuss help that the school can offer.

**4. Expectations for school uniform**

Our school’s uniform is required for all pupils: full branded tracksuit and a branded t-shirt. We do not have a separate PE kit.

With regard to jewellery and hairstyles, jewellery must be removed on entry to the building and stored in the named pouches, except for earring studs which must be small and be able to be removed before any PE or Boxing activities. Shoes must be trainers and suitable for sport (i.e. not high fashion). Hair must be safe for exercise sessions. We do not allow nail extensions that could cause injury or prevent full participation in sport.

The Boxing Academy purchases the uniform, prints the branding and supplies it to all pupils. This is to make it easier for parents and ensure that the design is correct for boxing.

**5. Expectations for our school community**

Pupils are expected to always wear the correct uniform (other than specified non-school uniform days) while on the school premises and at out-of-school events or on trips that are organised by the school, or where they are representing the school (if required).

Parents and carers are expected to make sure their child has the correct uniform and that every item is clean and clearly labelled with the child’s name. Parents are also expected to contact the Principal if they want to request an amendment to the uniform policy in relation to their child’s protected characteristics or 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 and dealt with in accordance with our school’s complaints policy. The school will work closely with parents to arrive at a mutually acceptable outcome.

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply but will follow up with the Principal if the situation doesn’t improve. Ongoing breaches of our uniform policy will be dealt with according to the 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.

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 and 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.

This policy is linked to our Behaviour policy, Equality Information and Objectives statement, Anti-bullying policy and Complaints policy.