



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 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.

Author: Mr Stoneman, Deputy Headteacher	Last Reviewed: December 2024
Ratified by Board of Trustees: Date: December 2024	Next Review: December 2025

Contents

1. Aims.....	3
2. Plume Academy’s legal duties under the Equality Act 2010	3
3. Limiting the cost of academy uniform	3
4. Expectations for academy uniform	4
5. Expectations for our school community	9
6. Monitoring arrangements.....	10
7. Links to other policies	10

1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is of a 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, Deputy Headteacher, 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 families.

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 remain 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 significant proposed changes to the uniform policy.

4. Expectations for academy uniform

4.1 Plume Academy’s uniform

Our students will be continually encouraged to take great pride in their personal appearance and therefore, our 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 an 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. <i>Trousers cannot be leggings, jeggings, denim, low slung, corduroy, chino, skinny-jeans or skinny tight style trousers. Skintight can be defined as elastic tension or stretch fabric that holds the skin tightly.</i>
Shorts	Harrow grey or graphite grey academy tailored shorts.
*Skirt	Graphite grey **academy skirt. **Either the ‘two pocket pleat graphite skirt’ or the ‘grey pleated skirt’ Skirts should not be rolled, flipped, tied, pulled, folded or deliberately shortened.
Belts	Belts must be plain black leather or faux leather.
*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. 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).
Socks or Tights	Plain black (ankle high) socks and tights must be “natural” or plain black. <i>Socks or tights must always be worn. White socks are not permitted to be worn, nor are they permitted to be worn over tights.</i>
Shoes	Shoes or trainers must be plain black leather with no white or coloured logos or stitching. These must not be canvas, faux leather or suede. Heels must be no higher than 4cm. We do not allow suede shoes, boots, sling-backs, wedges or trainers with any other sole than rubber.
Optional Knitwear	Plain navy blue V-neck woolen jumper can be 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 the winter months.
Jewellery	A maximum of <u>one plain, small stud or hoop in the lobe of each ear</u> . Only one ring on each hand. All rings must be removable to permit accessibility to practical lessons. Necklaces can be worn but should not be seen, and they must be removed for all lessons where they may potentially adversely impact safety and/or wellbeing. Items such as watches and bracelets may be worn, however, they must be removed during practical lessons. No nose piercings are permitted unless they are clear and can be removed for relevant lessons. Please note all these possessions remain the students' responsibility and we take no responsibility for the items if they are damaged or lost.
Make-up and Eyelashes	Make-up may be worn but must be discrete and where possible, in non-noticeable amounts. False eyelashes will not be permitted . Only light eye make-up can be worn. Light mascara may be used to volumise eyelashes if required.
Nails	Coloured and painted nails are permitted, <u>no</u> false nails, however, this must be to a safe length that allows students to safely participate in physical activities whilst not causing any possible harm to themselves or others.
Nails	Hair must be a natural colour and must not be styled in an extreme manner or colour. This includes tram lines being shaved in.
Supplier	The items marked * must be purchased from our named supplier. If you would like to view the uniform available, please see links below: Yours in Sport , 39 Maldon High Street, CM9 5PF. Please note that from April 2023 "Yours in Sport" are Plume Academy's main local supplier.

Failure to meet Uniform Expectations

Parents/carers of students who fail to meet the uniform expectations highlighted in this document will:

- Be contacted to facilitate an immediate change. Where possible, students may be permitted to return home to correct their uniform.
- Be notified that their child will be placed in the Reflection Room until the uniform is corrected.
- May be asked to collect their child from the academy and to rectify the issues in question.
- Parents/carers are then expected to return their child to the academy as quickly as possible that same day.
- All decisions are at the discretion of the academy Campus Leads, Mr Meadows (Fambridge Road) or Mr Owen (Mill Road)

ACADEMY PE KIT

Indoor

Year 7 to 11

Plume blue/navy unisex sports polo shirt.

Navy shorts. Mid-thigh length (available from Yours in Sport)

Or Navy mid length skort (available from Yours in Sport)

No cycle shorts or "Logos"

White socks

Clean Trainers



Navy Short	Navy Skort	Optional Navy Leggings Yours in Sport
		

Outdoor

Year 7 to Year 11

Plume Navy/Sky blue long-sleeved

Supplier: Yours in Sport
Quarter zip warm top

Supplier: Yours in Sport
Plume Navy Rugby Top



Outdoor

Year 7 to Year 11

Navy shorts

Plain Navy tracksuit bottoms – no logos

Navy/Sky blue PE socks

Trainers or football/rugby boots, depending on the sport activity.

Shin pads may also be required for some activities.

No academy uniform knitted V-neck jumpers can be worn in PE lessons.

[Optional: to be worn subject to weather conditions](#)

Optional Plume Navy leggings



Optional Plume School Base Layer



Non-Participants in Physical Education lessons

Students who are injured 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 will participate

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 either from their physical shop at 39 High Street, Maldon, CM9 5PF, or via the following link on the academy's website: [Yours in Sport Maldon](#)

Uniform supplier arrangements

As an academy, we always seek to ensure that our uniform supplier, "Yours in Sport", provide the highest priority to cost and value for money (including the quality and durability of the garment). "Yours in Sport" are a key supplier for many schools in Maldon 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 "Yours in Sport" are relevant from April 2023, 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 Fambridge 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.

Sale events are published via academy letters and Facebook notifications, however, 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**

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 always wear the correct uniform (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, Deputy Headteacher, 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 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 students from economically deprived backgrounds, as defined by the DfE's PPG legislation. Each student who is entitled to Student Learning Credits has £50 allocated to them in the autumn term and these credits can be used to purchase school uniforms through our online uniform shop. Student Learning Credits are monitored by our PPG Achievement Coordinator. Therefore, should you have queries about these arrangements, please contact Ms. Wilks (PPG Coordinator) on 01621 854681.

5.4 Board of Trustees

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.
- Considers the views of parents/carers and students.
- Offers a uniform that is appropriate, practical and safe for all our students.

The Board of Trustees 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, Deputy Headteacher. 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