



WADE DEACON
TRUST

A COMMITMENT TO EXCELLENCE

UNIFORM POLICY

KS3 & KS4

Policy Number: 6

Version Number: 04

Ratified by Trustees: 15th May 2023

Next Review Date: 15th May 2025

Link: Mr I Kirkham

A GREAT
PLACE
**TO BE A
PART OF**

1. INTRODUCTION

- 1.1. The Trust supports the Governing Bodies, Principals and the Academy staff in maintaining the high standards of appearance of all pupils. The appearance of the pupils reflects the standards and high expectations of the Academy and it is therefore important that all pupils adhere to the uniform regulations. Parents share this view and, through the home/Academy agreement, sign to support the Academy by ensuring that pupils will attend wearing the correct uniform.
- 1.2. This document outlines the Trust's uniform policy for pupils in Key Stages 3 and 4 in existing Academies. It is the intention that any new Academies joining the Trust would introduce and implement this policy within an appropriate timeframe.

2. PURPOSE

- 2.1. The purpose of this policy is to ensure that all pupils attending a Wade Deacon Trust Academy demonstrate a 'Commitment to Excellence' by wearing their Academy uniform with pride. Uniform appearance should be neat and tidy. Pupils are required to travel to and from the Academy in the correct uniform and to wear it appropriately both during the normal day and at all Academy functions.

3. ACADEMY UNIFORM

3.1. Academy Uniform

Compulsory

- 3.1.1. Black blazer with blue trim and Academy badge
- 3.1.2. Blue/Black knee length Tartan skirt or tailored plain black trousers (fitted slimline style, skinny fit, chino, leggings or jeans are not allowed) Trousers to be worn with plain dark socks, skirt to be worn with plain white socks.
- 3.1.3. White shirt
- 3.1.4. Academy tie, to be worn at a standard length with Academy crest on display
- 3.1.5. Sensible plain black school shoes (see further guidance at 6.8)

Optional

- 3.1.6. Dark navy blue tights
- 3.1.7. Plain black V neck jumper
- 3.1.8. Coats, scarves and other outdoor clothing are permitted but must only be worn outside, this includes plain hoodies (no patterns or multi-coloured)

3.1.9. Hats and Head Coverings – see 7.1x below

3.2. PE Kit

3.2.1. Please refer to each Academy's website for specific kit options

4. PURCHASE OF UNIFORM

4.1. Trust Academies do not normally sell new uniform directly. (The only exception is a small stock of ties which are normally held for replacement purposes). The uniform is manufactured by a national uniform retailer to ensure consistency of style and quality. The national uniform retailer works through local (to each community) retail outlets to enable parents and carers to purchase uniform. The supplier and retail outlets will offer online ordering options wherever practical and possible. The Trust, and each Academy, does not benefit financially from any arrangements in place. Please note that the only approved manufacturer for the branded pieces of core school uniform are Trutex, the school does not sell any these items new directly but several local uniform retailers hold accounts with Trutex.

Ethical Uniform Supply Trutex approach to ethical uniform supply for this is:

4.2. Trutex Modern Slavery Statement - As a responsible and ethical business, Trutex has a zero-tolerance approach to all types of modern slavery and human trafficking within our business and supply chains. We are members of SEDEX and actively endorse and adopt all base codes within the ETI structure and monitor this through regular auditing (SMETA, BSCI & by Trutex staff) and working with all suppliers within our supply chain.

4.3. This statement has been published in accordance with the Modern Slavery Act (2015). It provides information on our activities and commitments to prevent modern slavery in our business operation and supply chains.

Trutex Supply Chain

4.4. Trutex is committed to establishing long term partnerships with its suppliers. Long term manufacturing relationships result in reliable supply and consistency of product quality. Trutex manufactures garments in 21 factories globally, centred in six key manufacturing locations: Bangladesh, China, Indonesia, Sri Lanka, Pakistan and UK.

- 4.5. They focus on having long term relationships with the factories that manufacture Trutex products on our behalf and work cooperatively with local management teams to understand the changing dynamics of each local market. Each local office reviews the cost of living, minimum wage, local regulations, and the local market infrastructure.
- 4.6. No sub-contracting of production is allowed at any time, unless expressly requested in advance and approved by Trutex following a detailed review process. In these instances a sub-contracted factory is subject to all the same standards and approvals as a tier one factory. Including but not exclusively Trutex visits and conducts annual independent audits.
- 4.7. Sustainably sourced fabrics ensure the source of the yarn is a maintained source and the impact to the environment is as low as possible.

5. UNIFORM SUPPORT

Each please refer to each school website for the options they provide for accessing support through recycling outgrown and unwanted "good condition" school uniform and PE kit items for a small donation if you wish. If you have any unwanted items each school will provide details of how to donate.

6. FOOTWEAR

- 6.1. Shoes must be able to be polished. Suede leather is not permitted.
- 6.2. There must be no coloured stitching or coloured flashes visible on the shoe.
- 6.3. Heels over 2cm are not allowed.
- 6.4. No boots of any description are permitted.
- 6.5. No platforms, sandals, sling backs or fashion shoes are allowed.
- 6.6. Trainers or trainer style shoes are not acceptable.
- 6.7. Canvas pumps will not be acceptable as school shoes or for use in Physical Education lessons.

- 6.8. Please consider the Academy rules when purchasing shoes advertised by some stockists as “school shoes”. If in any doubt please refer to school website for further details or contact the school before making a purchase.

Acceptable school shoes:



Not acceptable as school shoes:



7. HATS AND HEAD COVERINGS

- 7.1. No hats should be worn in school. The wearing of a head scarf or hijab, in plain black or navy blue (no patterns or multi-coloured), for religious reasons, is permitted. Garments covering the face or whole body, for example the abaya and niqab are not permitted.

8. HAIR

- 8.1. A pupil's haircut is a very important part of their overall presentation. The Academy will not accept extreme haircuts and colour change should appear natural. The Academy reserves the right to internally exclude pupils with extreme hairstyles. Shoulder length hair should be tied back for all practical lessons. We would request that all hair accessories be only plain white, navy blue or black in colour, in keeping with the Academy identity.

9. MAKE UP

- 9.1. Make up and nail varnish are not permitted. Pupils who wear make-up and nail varnish will be asked to remove it. Pupils failing to do so when asked will face appropriate sanctions.

10. JEWELLERY

10.1. Pupils may wear a wristwatch. They may also wear a symbol of faith for religious reasons but it should not be visible. Pupils with medical conditions can wear an identity tag. No badges are to be worn other than those issued by the Academy and one charity badge. Any inappropriate jewellery will be confiscated and placed in the Academy's safe. The Academy cannot accept responsibility for the safe keeping of jewellery. All jewellery must be removed for Physical Education.

11. PIERCINGS

11.1. Pupils are not permitted to wear any form of facial or body piercing. Pupils who persistently violate these rules will be internally excluded in line with the Academy's behaviour policy. Earrings and other piercings covered by plasters are also not acceptable. Please consider this when making any decisions over the timings of having a piercing undertaken.

12. TATTOOS

12.1. Tattoos are not permitted. The law states that it is an offence for any person to tattoo a person under the age of 18, with or without the parents' consent. The Academy will report any tattooing to the Local Authority's Environmental Health Officer and parents will be contacted.

13. MOBILE PHONES AND ELECTRICAL EQUIPMENT (PLEASE SEE MOBILE DEVICES POLICY)

13.1. Whilst the Academy accepts that pupils may require a mobile phone for emergency purposes, this should not be used, seen or heard during the day. It must be switched off during the day and parents wishing to speak to pupils should contact Reception. Inappropriate use of a mobile phone or similar electronic device will result in it being confiscated and a letter sent home.

14. LOST PROPERTY

14.1. With a large number of pupils in the Academy a vast amount of lost property is generated. All personal items should be clearly marked with a permanent marker or name label.

15. SANCTIONS

- 15.1. Pupils who do not adhere to the Academy's uniform policy may face appropriate sanctions. These could include: detentions, report card, phone calls to parents/carers and internal exclusion.
- 15.2. Pupils will be required to provide a note from home if they are unable to fulfil any of the requirements of the Academy uniform. The letter needs to state when the pupil will have the correct uniform.
- 15.3. If a pupil fails to provide a note, a phone call home will be made by the Form/Personal Tutor (or equivalent role) on that day in order to find out when the correct uniform will be worn. A uniform card, which will be dated and signed, will be issued to inform other members of staff.
- 15.4. Pupils who wear unacceptable footwear for any reason will be subject to the sanctions of the Academy.
- 15.5. If a pupil refuses to alter their appearance once asked, then the Form/Personal Tutor/Class Teacher will record the incident and immediately inform the staff member with responsibility for the relevant year group.
- 15.6. If a pupil continues to break uniform rules, parents will be invited into the Academy to discuss the matter further. This could result in an internal exclusion.
- 15.7. Large sums of money, valuable clothing etc. should not be brought to Academy. The Trust's Insurance Policy does not cover loss or damage to personal belongings.
- 15.8. Please remember that the Academy is the final arbiter of the appearance of pupils.

We thank all parents/carers and pupils for working with the Trust and its schools in following the school uniform policy as this plays a key role in promoting pride, self-confidence, and a feeling of belonging within the pupil body. These factors contribute to pupils' wellbeing, removing the additional pressures of deciding what to wear and added stress of meeting the expectations of their peers.

Our uniform policy will always be adapted to respond to extreme weather conditions.