



Uniform Policy

Person responsible for this document:	
Principal	
Reviewed by:	Date:
Wendy Walters	Sept 2023
Approved by:	Date:
Jo Price	Sept 2023
Cycle of Review:	
Annually	
Next Review Date:	June 2024

1. Aims

This policy aims to:

Set out our approach to requiring a uniform that is of reasonable cost and offers value for money for parents/carers.

Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010. Clarify our expectations for Academy uniform.

2. Our 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 is most comfortable in or that most reflects their self-identified gender
- Make sure that our uniform costs the same for all students
- Allow students to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality, by asking students or their parents/carers to get in touch with the Vice Principal - Inclusions who can answer questions about the policy and respond to any requests

3. Limiting the cost of an academy uniform

Our Academy 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 Academy uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have an Academy logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parent/carer's ability to shop around for a low price.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides value for money for parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Avoiding specific requirements for items students could wear on non Academy days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the Academy's uniform can act as a social leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities

- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. The Academy uniform

4.1 The Academy takes pride in its distinctive uniform. Every student is expected to wear the uniform.

Items which must be purchased from Uniformbase which are branded or have the CG logo:

- Navy blazer with braiding and embroidered Academy CG logo
- Navy double front pleated skirt, knee length
- Navy straight ankle length skirt (this is an alternative optional item to the navy double front pleated skirt that offers more coverage)
- PE kit – navy tracksuit pants with CG logo or the navy sports leggings with CG logo
- PE kit - zip jumper with CG logo
- PE kit - polo top with CG logo

Items which can be purchased from other retailers which are not branded or have the CG logo:

- Navy V neck jumper or navy sleeveless tank top
- White reverse collared short or long sleeve blouse
- Navy plain business style straight legged trousers
- Navy plain skirt (optional item)
- Navy plain short (optional item)
- Navy or black back pack (optional item)

Please note: our full listing of the uniform items and rules are detailed on our Chatham Grammar website with clear helpful guidance for parents/carers - <https://www.chathamgrammar.org.uk/>

4.2 Where to purchase the Academy uniform

- Branded/logo uniform items can be purchased from Uniformbase in Chatham.
- Unbranded items can be purchased from any other high street retailer.

Second-hand uniform can be purchased directly from the Academy through our Pre Loved Uniform project.

These items are of good condition, washed, pressed and are hugely reduced in price. Please visit our website above to view the stock availability and make any purchases.

5. Expectations for our academy community

5.1 Students

Students are expected to wear the correct uniform at all times (other than specified non Academy uniform days) while:

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

Students are invited to contact the Vice Principal - Inclusions if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents/carers

Parents/carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean
- In good condition

Parents/carers are invited to contact the Vice Principal - Inclusions if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

5.3 Staff

Staff will closely monitor students to make sure they are in correct uniform. They will give any students breaching the uniform policy the opportunity to comply.

Ongoing breaches of our uniform policy will be dealt with by the Vice Principal - Inclusions and the Pastoral Team.

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 providing support where it is deemed appropriate with sensitivity.

5.4 The Local Governing Board

The Local Governing Board (LGB) will review this policy and make sure of the following:

- 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 students

The LGB will also make sure that the Academy's uniform supplier arrangements give the highest priority to cost and value for money.