



Kemnal
Technology
College



UNIFORM POLICY

This Policy was reviewed:

June 2023

The Policy will next be reviewed by TKAT &
Kemnal Technology College by:

June 2025



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 parents and carers
- ❖ Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010 and meet the requirements of the Education (Guidance about Costs of School Uniforms) Act 2021 and any other subsequent legislation
- ❖ Clarify our Trust expectations for each of our academies for school uniform only (excluding appearance and jewellery)

Our School'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 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 (other than where a choice of uniform might lead to safeguarding issues, such as swimming)
- ❖ Make sure that our uniform costs are consistent based on pupils' age and/or size within each academy
- ❖ Enable pupils and their parents / carers to request changes for religious and cultural reasons
- ❖ Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents contact the Headteacher who can answer questions about the policy and respond to any requests

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.

We will make sure our uniform:

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

We will do this by:

- ❖ Keeping items of school branded uniform to a minimum whilst maintaining the school's identity
- ❖ Ensuring that all non-branded required school uniform can be easily purchased from local retailers or online
- ❖ Providing a stock of 'second-hand' uniforms



- ❖ Keeping uniform consistent across the school and over time to avoid the need to purchase items more frequently
- ❖ Not having unnecessary additional uniform
- ❖ Moving quickly to non-school branded PE and sportswear (considering contractual arrangements)
- ❖ Providing school branded uniform items for specific activities such as sporting activities when representing the academy

Expectations For School Uniform

Our School's Uniform

ALL items to be labelled with student's name

Any breach not conforming to the uniform policy will result in sanctions (e.g. sent home, working in isolation, fixed term exclusions).

COLLEGE UNIFORM

- ❖ Black Blazer with College Badge*
Blazers are available at Winston Sports with the College badge, they also sell badges if you wish to purchase a blazer separately
- ❖ Black Tailored Trousers (no tight fitting trousers)
- ❖ Black Panelled Skirt with Pleats
Panelled skirt with pleats -need to be an appropriate length
- ❖ White Shirt to be worn with tie or White Open Collared Blouse
- ❖ College Tie (only to be worn with white shirt)
- ❖ Black V-Neck Jumper
- ❖ Waterproof Top-coat
- ❖ Plain Black knee length/ ankle socks or tights (not to be worn together)
- ❖ Plain Black flat shoes – no trainers or shoes that look like trainers
- ❖ Suitable school bag
- ❖ Classroom equipment: pencil case with black, blue, red pens, pencils and coloured pencils, sharpener and ruler. Clear pencil cases plus Maths sets can be purchased at the College.
- ❖ Earrings (only two small studs) and no facial piercings or jewellery (watch permitted)
- ❖ No unnatural coloured hair
- ❖ Plain clips and/or black bands to be used. Headbands must be no wider than the size of a 50 pence coin
- ❖ Braided hairstyles should be as close to the natural hair colour as possible. The most common being 1, 1b, 2 and 4. Not more than one shade/colour
- ❖ No make-up (this includes eyelashes and/or other fashion accessories such as coloured contact lenses)





- ❖ Clear or French Tip Acrylic Nails are allowed (no longer than 0.5 cm/Clear or French tip nail varnish only)
- ❖ Long hair should be tied back off the face during the College day

PE KIT

- ❖ College Polo Shirt*
- ❖ College Outside Games Shirt*
- ❖ Black Shorts* or Skort
- ❖ College Football Socks*
- ❖ Trainers (non-marking soles)
- ❖ Shin Pads
- ❖ Rugby/Football Boots

Non-Uniform Days

Clothing must be sensible, modest and practical for the activities. Jewellery and make up rules apply on Non-Uniform Days.



2 - 4 Bridge Road
Orpington
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Opening Hours:

Monday to Friday: 8.00am - 5.00pm

Saturday: 8.00am - 1.00pm



Where To Purchase Uniform

- ❖ Parents can purchase school branded uniform items from Winston Sports (details can be found on the previous page)
- ❖ All school non-branded uniform items are available online and in local retailers and stores
- ❖ Second hand uniform is available through our Second Hand Uniform shop that can be found in school, Room 2.1.
- ❖ If parents cannot provide uniform for their child/ren due to financial constraints, they are encouraged to contact the school via the office team, senior leaders, pastoral leader or ACE tutors. The school will make every effort to support parents and carers to ensure that all children have access to appropriate uniform.

Expectations For Our School Community

Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- ❖ On the school premises
- ❖ At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)
- ❖ Pupils are expected to wear their uniform smartly at all times, for example keeping polo shirts tucked in and not wearing sweatshirts/cardigans around waists

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 the child's name
- ❖ In good condition

Staff

- ❖ Staff will closely monitor pupils to make sure they are in correct uniform.
- ❖ Staff will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Headteacher or deputy Headteacher if the situation does not improve and sanctions may apply (see school 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.

Governance

The Trust Board and Local Governing Body 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
- ❖ Offers a uniform that is appropriate, practical and safe for all pupils
- ❖ The Local Governing Body will make sure that the school'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 4 years, as per the Trust procurement and contract procedures

Monitoring Arrangements

This policy will be reviewed every two years. At every review, it will be adopted by the Governing body.

Links To Other Policies

- ❖ [Behaviour policy](#)
- ❖ [SEND policy](#)
- ❖ [Safeguarding policy](#)
- ❖ [Anti-bullying policy](#)
- ❖ [Complaints policy](#)
- ❖ [Equality statement](#)