



WICKERSLEY
PARTNERSHIP
TRUST.

Thrybergh Academy Uniform Policy

DATE: September 2024

OWNED BY: Senior Marketing & Communications Manager

APPROVED BY: The Thrybergh Academy Local Governing Body

WICKERSLEY PARTNERSHIP TRUST

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Appendix A – Thrybergh Academy Uniform

This policy does not form part of the contract of employment and from time to time may be altered following consultation and negotiations with recognised Trade Unions. Any changes will be communicated to employees with reasonable notice. The policy may vary from time to time on a case-by-case basis in consultation and agreement with Union Representatives.



1. Introduction

Wickersley Partnership Trust (WPT) believes that school uniform allows equality and fairness for all, and that it prepares young people for the world of work. Uniform has a positive influence on student behaviour and helps to foster a calm and business-like atmosphere, whilst also eliminating the social stigma of what can be extremely expensive fashion trends.

Following a public consultation in 2023, and working closely with all stakeholders, WPT will implement a standard uniform across all secondary schools from September 2024, with each school retaining its individual school colours and logo.

This policy outlines uniform expectations for all students attending the school. It aims to:

- Set out our approach to requiring uniform that is of reasonable cost and offers the best value for money for our families
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Set out clearly our expectations for school uniform

These expectations are clear. All students are expected to wear the correct uniform at all times. WPT is grateful for parental support in matters concerning uniform and hope that it will be worn with pride and a sense of belonging to our school communities.

2. Uniform Roles and Responsibilities

Students

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

- On school grounds
- Travelling to and from school
- At out-of-school events or trips that are organised by the school, or where they are representing school

Students are expected to contact their Head of Key Stage / Head of Year / Non-Teaching Head of Year if they want to request an amendment to the uniform policy in relation to a protected characteristic.

Parents and Carers

Parents and carers are expected to ensure their child has the correct uniform and PE kit, and that each item is:

- Clean and in good condition
- Clearly labelled with the child's name

Parents and carers are also expected to contact their child's Head of Key Stage / Head of Year / Non-Teaching Head of Year if they want to request an amendment to the uniform policy in relation to a protected characteristic.

For complaints or objections relating to the school's uniform policy, please follow the school's Complaints Policy.

Staff

Staff will closely monitor students to ensure they are in the correct uniform consistently. Students who breach the policy will be given the initial opportunity to comply before sanctions are enforced.

In cases where it is suspected that financial hardship has resulted in a student not complying with uniform policy, staff will take a mindful and considerate approach to resolving the situation.



Local Governing Body

The Local Governing Body will review this policy and ensure that it:

- Is appropriate to the school's context
- Is implemented fairly across school
- Takes into account the views of parents/carers and students
- Offers a uniform that is appropriate, practical and safe for all students

3. The Equality Act 2010

The Equality Act 2010 prohibits discrimination against an individual based on protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school 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)
- Allow all students to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow students to wear headscarves and/or other religious garments
- Allow students with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents/carers to get in touch with their pastoral team (including Head of Key Stage, Head of Year or Non-Teaching Head of Year), who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

4. Uniform Cost

WPT has a duty to ensure that the uniform we require is affordable, in line with statutory guidance from the Department for Education (DfE) on the cost of school uniform.

WPT understands that items with distinctive characteristics (such as branded items, or items that need 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'/carers' ability to 'shop around' for a low price. For this reason, the Trust has made the decision not to use just one single uniform supplier. By allowing multiple suppliers to provide uniform, this increases competition and helps to keep costs down for families.

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:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible

- Limiting items with distinctive characteristics to low-cost and/or long-lasting items
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Introducing the ability to wear plain black trainers for school, reducing to one the number of pairs of footwear that families are required to purchase
- Reducing to zero the number of optional branded items, so that the school's uniform can act as a social leveller
- 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 pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

5. The Thrybergh Academy Uniform

School Uniform

- Black 'v neck' jumper with lilac piping to neck line and TA/WPT logos, or
- Black cardigan with lilac piping and TA/WPT logos
- TA clip-on tie
- White button-up shirt
- Plain black tailored trousers, or
- Plain black skirt*, or
- Plain black tailored shorts*
- Plain black leather shoes or plain black leather trainers[#]

*Skirts and shorts can be worn throughout the year, but must be knee-length. Skirts must not be the lycra 'tube' type and must be worn with black socks or tights. Shorts must be worn with black socks.

[#]Footwear must be suitable, plain black and show no other colours or embellishments / logos. During the winter months, flat-heeled ankle boots or winter boots are allowed, but these must also be plain black.

PE Uniform

- Black and purple PE t-shirt with TA logo
- Plain black hoodie or sweatshirt
- Plain black PE style shorts, or
- Plain black sports bottoms / leggings
- (Optional) plain black base layer
- Trainers*

*No pumps, slip-ons, sliders or flip-flops etc

Names on PE kit

Due to safeguarding concerns, and to increase the ability for school to recycle PE kit in our Uniform Bank, students will no longer be able to have their name or initials printed on the PE t-shirt.

Hair and Make-Up

Extreme haircuts and styles are not allowed. This is at the school's discretion but usually includes shaved heads, multi-coloured hair or boldly dyed hair. Make-up should be discreet and kept at a minimum. False eyelashes and

false fingernails are not allowed. Nails should be kept at a neutral colour. It is illegal for anyone under the age of 18 to have a tattoo.

Jewellery

Jewellery must be kept to a minimum, with no more than one small earring, sleeper or stud per ear. No other facial or body piercings are allowed on school grounds. All jewellery, including ear studs, must be removed for PE lessons.

Other Equipment

In addition to school uniform, students are expected to have the following items with them each day:

- As a minimum, 2 x pens, 1 x pencil, 1 x rubber and 1 x ruler in a pencil case
- Suitable bag to transport books, folders and PE kit to and from school

6. Use of Existing Uniform

School recognises that changing the uniform at any point may incur an initial extra cost for families. For this reason, students in Year 8-11 are able to keep using old uniform items purchased prior to September 2024 for the 2024-25 academic year only. All students must fully be in the correct, new uniform by September 2025.

Old uniform items that can be worn for the 2024-25 academic year only:

- Logo'd trousers
- Logo'd quarter-zips (for PE only)
- Logo'd hoodies (for PE only)
- Logo'd shorts (for PE only)

7. Uniform Suppliers

School uniform can be purchased from the following uniform suppliers:

Johnny D

33 Howard Street, <https://johnnyd.co.uk/school/products/49>
Rotherham, 01709 370032
S65 1JQ

Pinder's Schoolwear

Old Town Hall, <https://pindersschoolwear.com/schools/237/ThryberghSchool&Sports>
1 Howard Street, 0114 251 3275
Rotherham
S65 1JQ

Required branded items are limited to the school v-neck jumper (or cardigan) with logos, and the school PE t-shirt with logo. All other items are non-branded and can be purchased from the above uniform suppliers or any clothing retailer, including, but not limited to, Next, M&S, Asda and Tesco.

8. Uniform Bank

WPT operates a Uniform Bank, stocked with good-quality new and used uniform items. The scheme gives families suffering financial hardships the opportunity to receive free uniform. It also allows parents who are able, to donate used, good-quality uniform items for the benefit of those less fortunate than themselves. Trust schools are always on the lookout for donations, which are gratefully accepted at school reception.

Uniform items sought for donation:

- School jumpers and cardigans
- Shirts
- Trousers, skirts and shorts
- School ties
- PE kit including t-shirts and shorts
- Coats
- Bags

The WPT uniform bank is operated centrally. Donated items are laundered, catalogued and stored. The Bank operates year-round, with collection drives taking place at set points throughout the year.

Families in need can access the Uniform Bank via the Trust's website: <https://wickersleypt.org/about-us/uniform>.

9. Links to Other Policies

- Public Sector Equality Duty Policy
- Behaviour Policy
- Anti-Bullying Policy
- Complaints Policy





Thrybergh Academy

Uniform Policy



Uniform Policy from September 2024



PE Kit

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- Plain black sports bottoms / leggings
- Trainers*

*No pumps, slip-ons, sliders or flip-flops etc)



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*Skirts and shorts must be knee-length

*Skirts must not be the lycra 'tube' type and must be worn with black socks or tights

*Shorts must be worn with black socks



See our website for full details of our uniform policy:
thrybergh.com/parents/uniform