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WEST LAKES ACADEMY

UNIFORM POLICY

DOCUMENT CONTROL

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Version	**Date**	**Comments**	**Author**
01	September 2019		Sophie McCabe
02	February 2020		Sophie McCabe
03	June 2022	Clarified that a prefect tie can be worn by our prefects	Melissa Relph
04 (rewrite)	March 2025		Jimmy Christian
05	March 2026	Update to staff names and dates	Stephen Grant

West Lakes Academy Uniform Policy

1. Introduction

West Lakes Academy is committed to maintaining high standards of dress and appearance. Our uniform and dress code reflect the academy's ethos, promote a positive learning environment, and support equality, safety, and inclusion for all students.

This policy outlines the expectations for uniform from Year 7 to Year 11, as well as the dress code for Post-16 students.

2. Rationale

The Governing Body believes that a school uniform is essential for all students of compulsory school age. Post-16 students are required to follow an agreed dress code. The uniform and dress code:

- Reinforce the academy's values and identity
- Promote a positive attitude to learning
- Support equality and inclusion
- Ensure safety in practical subjects
- Provide value for money for families

3. Policy Aims

This policy aims to:

- Ensure equal access to uniform for all students, regardless of culture, gender, or background
- Comply with the Equality Act 2010 and avoid discrimination
- Maintain high standards of safety in practical and hazardous environments
- Ensure uniform costs are reasonable and do not prevent any student from joining the academy
- Promote a positive image of the academy through consistent adherence to the dress code

4. Implementation Guidelines

1. Uniform regulations are published annually in the academy prospectus, on the website, and in communications with parents/carers.
2. Uniform costs are reviewed annually to ensure affordability and value for money.
3. Students will not be permanently excluded for uniform non-compliance. However, persistent refusal to meet expectations may result in isolation until the issue is resolved.
4. Safety requirements relating to footwear, jewellery, and protective clothing must be followed in line with the Health and Safety at Work Act 1974.
5. Where protective clothing is required and a student cannot provide it, the academy will supply basic provision.
6. Form tutors will check uniform and appearance daily. Persistent issues will be escalated to parents/carers and the Head of Year.
7. In cases of dispute, the Head Teachers decision is final.

5. Equality Act 2010 Compliance

To ensure compliance with the Equality Act 2010, the academy will:

- Avoid gender-specific uniform lists
- Ensure uniform costs are consistent for all students
- Allow long hair for all students (may need to be tied back for safety)
- Permit hairstyles that are appropriate for school and comfortable for the student, while avoiding extremes
- Allow headscarves for religious observance
- Consider reasonable adaptations to the policy on equality grounds

For queries or requests, parents/carers should contact Mrs K. Beckwith.

6. Limiting the Cost of School Uniform

The academy follows Department for Education statutory guidance to ensure uniform is affordable. Branded items are kept to a minimum, and families are encouraged to use approved suppliers offering value for money.

7. Uniform Expectations (Years 7–11)

7.1 Clothing

Skirt

- Black skirt worn with plain black tights.

Trousers

- Plain black, straight-legged trousers.
- Not permitted: skinny, tapered, flared, denim, heavy cotton, Lycra/stretch fabrics, logos, decorative elements, rips, or branded labels.

Shirt

- Plain white collared shirt (long or short sleeved).
- Must be fully buttoned and tucked in.
- No fitted or tailored shirts; no logos.

Tie

- West Lakes Academy year-group tie, or prefect tie where applicable.
- Knot must cover the collar button with at least four stripes visible below.

Blazer

- Black eco-blazer with academy logo.

Belt

- Plain black with a discreet buckle.

7.2 Footwear and Accessories

Footwear

- Plain black shoes only.
- Heels no higher than 1 inch.

Socks

- Plain, full-length black socks.
- No trainer socks or branded socks.

Coats

- Coats, hoodies, and scarves must not be worn inside the building.
- Must be stored in lockers or bags.

7.3 Appearance

Hair

- Natural hair colours only.
- Smart, tidy, and appropriate for school.
- No coloured braids, extreme styles, shaved patterns, or cuts shorter than a grade 2.
- Students should consult staff before making significant changes.

Jewellery

- One pair of small (<3mm) plain metal stud earrings.
- One ring permitted.
- No nose studs, tongue studs, or other piercings.
- Prohibited items will be confiscated and returned at the end of the day.

Makeup

- Must be discreet.
- Excessive makeup must be removed immediately.
- False tan is not permitted unless agreed for an external event.

Religious Observance

- Head coverings must be plain black.

7.4 PE Kit

- Unisex academy PE shirt (short or long sleeves)
- Black skort, shorts, or tracksuit bottoms
- Black socks
- Optional academy PE hoodie

Important:

All jewellery must be removed for PE. Earring tape is not acceptable.

Aprons are provided in science, technology, and art.

8. Post-16 Dress Code

Post-16 students are expected to dress in a manner that reflects maturity, professionalism, and readiness for the workplace. Clothing and appearance must:

- Promote a positive and professional image
- Be safe and appropriate for the academy environment
- Avoid offensive, revealing, or distracting styles
- Avoid political or contentious slogans
- Avoid discriminatory messaging
- Maintain neat, tidy, and well-groomed hair (no extreme styles or unnatural colours)
- Limit visible piercings to earrings; single nose studs permitted only for religious observance

A full Post-16 dress code is issued annually to all Year 12 and 13 students.