



## UNIFORM POLICY

Paignton Academy  
Waterleat Road  
Paignton  
Devon  
TQ3 3WA

Paignton Academy  
Borough Road  
Paignton  
Devon  
TQ4 7DH

Author:  
Date of Policy Review:

William Virgo  
June 2024

Part of the Thinking Schools Academy Trust



**“Professional attire suitable for our school community.”**

A high standard of personal appearance is expected of all students at Paignton Academy.

**“Professional attire suitable for our school community.”**

Our Uniform policy directly links to our Believe & Achieve seven core values; **Ambition, Character, Community, Excellence for all, Love of Learning, Outstanding Relationships and Pride**. We **pride** ourselves on being smart, well presented and ready for learning. It is our school policy that all students wear school uniform when attending school, or when participating in school organised events such as educational visits or sporting competitions unless parents are informed otherwise. When wearing the Paignton Academy uniform we are recognised in the **community** and with that comes a responsibility to be our best selves and portray our best **characters** all times.

We request continued support of parents/guardians with regards to uniform. The expectation is that students wear the correct Paignton Academy full uniform at all times (in school, and to and from school) as it reflects on the individual as well as the School community.

Our uniform brochure available on the website - <https://www.paigntonacademy.org/uniform/>

## 1. Aims

The policy aims to:

- How the uniform should be sourced and supplier arrangements
- Explain our approach to reduce the costs whilst still offering the best value for money and service for parents and guardians
- Ensure we do not discriminate those with protected characteristics as defined by the Equality Act 2010
- Clarify our expectations for school uniform and establish clearly what is a compulsory item and what is optional
- Confirmation of sanctions and how to make a complaint regarding the uniform policy

## 2. Suppliers

**From June 2024 – Proserve**, an independent, family run, Devon based school uniform supplier. **Proserve** share all of our Believe & Achieve core values and we welcome them to our community with pride.

<https://www.proservgroup.com/>

**“Professional attire suitable for our school community.”**

### 3. Affordability whilst still providing good value for money and excellent service

Our school has a duty of care 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 understand that items with distinctive characteristics (such as branded items, or items that have 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' ability to 'shop around' for a low price.

We have carefully considered the expectations for uniform and have made the following adjustments:

Item	Comments
Blazer	will no longer have the sky trim to the collar and lapel, this will slightly reduce the cost of the blazer and improve the customer service in terms of delivery speed. (June 2024)
Skirts	will now have an adjustable waist and will no longer be branded (will not have the PA logo) this will slightly reduce the cost of the skirt and will give parents/guardians the option to buy a skirt elsewhere - However, these must adhere to the guidelines stated in the uniform booklet and no fitted lycra skirts will be allowed.
House ties	will be available in both clip and standard format – both are reduced cost
Old SWI uniform	We would like to reassure our parents/guardians that there is absolutely no expectation for current Pupils (in Years 7 to 11) to purchase a new uniform, unless it is required (e.g. your child has outgrown their uniform or you need to replace an item).

Disputes about the cost of school uniform should be resolved via the Complaints Policy.

### 4. 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 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 the way that is appropriate for school yet makes them feel most comfortable. See section 6.0 'Presentation'.

**“Professional attire suitable for our school community.”**

- Allow students to wear headscarves and other religious or cultural symbols / jewellery – please speak with the school to ensure that we are full informed of your expectations
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with the Principal (in writing for parents), who can answer questions about the policy and respond to any requests.

## 5. Expectations for school uniform and presentation

Link to brochure - [Uniform Brochure](#)

Compulsory Items		
Item	Additional information	Where to purchase
Academy blazer with school logo	Must be worn at all times with staff discretion	<a href="https://www.proservegroup.com/">https://www.proservegroup.com/</a>
Pale blue shirt (with button-up collar)	Suitable to wear with a clip on tie or standard tie. Shirts can be long or short sleeved.	Sainsburys, Asda, Tesco, M&S and <a href="https://www.proservegroup.com/">https://www.proservegroup.com/</a>
House Tie	Broadsands - Blue Elberry - Red Goodrington - Yellow Preston - Green	<a href="https://www.proservegroup.com/">https://www.proservegroup.com/</a> or School ParentPay Shop
Black trousers	Not skinny leg or slim ankle fit. Trousers made from denim/cord/lycra <b>will not</b> be permitted. Leggings/skinny trousers and chinos <b>will not</b> be permitted.	Available from most major supermarkets and <a href="https://www.proservegroup.com/">https://www.proservegroup.com/</a>
<b>FOR SUMMER TERM ONLY</b> Pupils have the option to wear black tailored shorts during the Summer Term only (May - July)	Shorts must be <b>black</b> and <b>tailored</b> . The following are examples of shorts that are <b>NOT</b> permitted: Sports insignia (branded), casual shorts, sports shorts (Football/Rugby), beachwear, baggy shorts.	<a href="https://www.proservegroup.com/">https://www.proservegroup.com/</a> or M&S, Asda and Tesco
Black Academy tailored skirt (students may wear trousers or tailored shorts in the summer Term - see above)	Academy skirt Lycra, denim, cord or bodycon/stretchy skirts are <b>NOT permitted</b> . The skirt must sit between 2 inches above or below the wearer's knee. When purchasing this skirt please ensure that your child's skirt falls within these boundaries because	<a href="https://www.proservegroup.com/">https://www.proservegroup.com/</a>

**“Professional attire suitable for our school community.”**

	anything outside of this is not permitted under any circumstances.	
All black shoes	No boots or no canvas, no fabric, no heel bubble trainers	Various stockists
Socks and tights	Socks should be plain grey or black. Tights should be black only.	Various stockists

Optional Items		
Item	Additional information	Where to purchase
White thermal base layer	To be worn under a <b>LONG SLEEVED</b> school shirt.	High Street Stores or <a href="https://www.proservegroup.com/">https://www.proservegroup.com/</a>
Navy blue knitted jumper with Academy logo.	Not to replace the blazer, which is compulsory and should be worn at all times.	<a href="https://www.proservegroup.com/">https://www.proservegroup.com/</a>

**5.1 Shoes:** should be all black, leathers or leather type and 'polishable'.

We appreciate that shoes vary in style from the very formal to the less formal. The pictures included in this presentation are meant as a guide only.

There is NO requirement for students to wear the most formal shoes.

**No canvas, fabric or trainer bubble.**

If you have any doubts over a shoe being a trainer or a traditional looking shoe, then please contact the school and we will of course be happy to help.

Example of acceptable shoe options (this is not an exhaustive list)

**"Professional attire suitable for our school community."**

**All black, leather or leather-type shoes and polishable (formal/informal styles)**



This sample is for illustrative purposes only and NOT meant to be exhaustive

**All black, leather or leather-type shoes and polishable (formal/informal styles)**



This sample is for illustrative purposes only and NOT meant to be exhaustive

“Professional attire suitable for our school community.”



**No boots, trainers, canvas/fabric shoes, casual shoes, sports branded footwear, open toe raised (platform) or high heels**



**This sample is for illustrative purposes only and not meant to be exhaustive**

We recognise that this can be confusing due to sports companies branding. If unsure please email us for advice at [wrdadmin@paigntonacademy.org](mailto:wrdadmin@paigntonacademy.org) & [brdadmin@paigntonacademy.org](mailto:brdadmin@paigntonacademy.org)

Not permitted:

- Hoodies or track suit jacket with a hood.
- Jeans or leggings
- Footwear that does not comply with section 5 e.g trainers or coloured footwear

## 6. Presentation

Please note we cannot take responsibility for the security of any jewellery, mobile phones or tablets brought into the Academy.

In addition to the uniform these items are also permitted:

- Two small rings To be removed in PE and other practical lessons
- One small necklace To be removed in PE and other practical lessons
- Two plain stud or sleeper earrings per ear
- A small transparent nose stud will be permitted
- Make up should be discreet
- Hair colour should be natural with no shaved patterns or beads
- Clear nail varnish
- Waterproof coat

Not permitted:

- Nose ring or metal stud / Tongue / Lip / or any other body/ facial piercings will not be

**“Professional attire suitable for our school community.”**

permitted.

- No false eyelashes
- False nails, nails with enhancement (gels), natural nails of a length which presents a health and safety risk

Failing to cooperate with the above please see section 8.

## 7. PE Uniform

Compulsory Items		
Item	Additional information	Where to purchase
Boys – Multi Sport Outdoor Top	Royal/White	<a href="https://www.proservegroup.com/">https://www.proservegroup.com/</a>
Boys - PE Shorts with Logo	Black/White	<a href="https://www.proservegroup.com/">https://www.proservegroup.com/</a>
Boys - Sport Socks	Royal/Royal	<a href="https://www.proservegroup.com/">https://www.proservegroup.com/</a>
Boys - PE Polo Shirt with Logo	Royal/White	<a href="https://www.proservegroup.com/">https://www.proservegroup.com/</a>
Boys - Trainers	Non-Marking sports trainers which are suitable for all surfaces. These can be running trainers or any generic sports trainers. Pumps are not acceptable.	
Boys - Football/Rugby Boots	We recommend round moulded football studs because metal studs and moulded blades are now allowed on the astro-turf. Boots with round moulded studs can be used on the astro turf and field.	
Girls - Polo Shirt with Logo	Royal/White	<a href="https://www.proservegroup.com/">https://www.proservegroup.com/</a>
Girls - PE Shorts with Logo	Black/White	<a href="https://www.proservegroup.com/">https://www.proservegroup.com/</a>
Girls - Sport Socks	Royal/Royal	<a href="https://www.proservegroup.com/">https://www.proservegroup.com/</a>
Girls - Trainers	Non-Marking sports trainers which are suitable for all surfaces. These can be running trainers or any generic sports trainers.	

**“Professional attire suitable for our school community.”**



	Pumps are not acceptable.	
--	---------------------------	--

Optional Items		
Item	Additional information	Where to purchase
Thermal base layer	Navy/Black	High Street Stores or <a href="https://www.proservegroup.com/">https://www.proservegroup.com/</a>
PE ¼ Zip Training Top with logo		<a href="https://www.proservegroup.com/">https://www.proservegroup.com/</a>
PE Skort with logo		<a href="https://www.proservegroup.com/">https://www.proservegroup.com/</a>
Black full-length sports leggings	Black	High Street Stores or <a href="https://www.proservegroup.com/">https://www.proservegroup.com/</a>
Girls - Football/Rugby Boots	We recommend round moulded football studs because metal studs and moulded blades are now allowed on the astro-turf. Boots with round moulded studs can be used on the astro turf and field.	

## 8. Sanctions for non – compliance with Uniform Policy

- Pupils are required to bring a note if they are unable to meet the uniform expectations and then will be considered for a green card exception
- For minor breaches such as untucked shirt or not wearing blazer staff will use Class Charts to issue a Uniform fault\*
- For major breaches such as unnatural hair colour, white trainers, false nails, nails with enhancement (gels), natural nails of a length which presents a health and safety risk or refusing to remove piercings pupils will be isolated in the Reset Room until the breach is corrected. In some circumstances 24 hours may be given to rectify before a sanction is applied
- Ongoing breaches of our uniform policy will result in the **Rewards & Behaviour Policy (see sections 14)** being applied and on occasions the child will be given the correct uniform and expected to change into what is supplied. Fixed Term Suspension could be used for persistently failing to following instructions
- 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.

**“Professional attire suitable for our school community.”**

**\* x3 or more uniform faults in a week will result in a 30 minute after school detention.**

## **8. Links to other policies**

This policy is linked to our:

- Rewards & Behaviour policy
- Complaints policy

## **9. Pre-Loved Uniform – Paignton Academy Swap Shop**

We are always looking at ways we can help and support our students and their families as well as our local community and we are able to facilitate a free uniform swap shop.

- Open every Tuesday (during term time) from 3–4pm, located at the Waterleat Road Centre.
- This service is available to ALL students and parents/guardians.

How it works:

- Bring uniform you have grown out of and swap for a bigger size (depending on the stock we have; however, we will try our best to accommodate if we can).
- We will accept: Academy - Blazers, Ties, Skirts, PE Items and Shirts, Trousers, Black Shoes and Coats .
- We will also welcome donations of uniform no longer needed, the item/s can be dropped off during school hours via the Reception Offices on either site and will be added to our Swap Shop stock.
- Pupils are informed of this service every Monday morning during the Culture and Values tutor time session.
- We advertise this service regularly via our social media page.

**“Professional attire suitable for our school community.”**

**We are pleased to be able to offer a  
UNIFORM SWAP SHOP**

Our Swap shop is intended to help families by providing free pre-loved uniform items in exchange for any preloved uniform that may no longer fit your child or no longer needed.

**WE WILL ACCEPT**

Blazers/ Ties/ Shirts/ Trousers/ Skirts  
Shoes/ PE Kits/ Coats

Please can we request that  
all items donated are in  
good condition before being  
exchanged or dropped off



Something you need?  
Please do not hesitate to get in touch!

Our Swap Shop is Available Every Tuesday from 3.00—4.00pm during term time. Located at our Waterleat Road Site via the door near the Library on Waterleat Road

Please Note: We will also accept donations of uniform anytime during school hours via the Reception offices on either site.

[www.paigntonacademy.org](http://www.paigntonacademy.org)

**We request that all items swapped or donated are clean and in good condition (we reserve the right to refuse an item if it does not meet our criteria).**

**“Professional attire suitable for our school community.”**