



# Uniform Policy

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Policy owner	Academy Committee
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## Approved by

Consultation Group	Senior Leadership Team
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## Version Control

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1.0	New Policy - no changes	Senior Leadership Team	September 2025

## Contents

1. Aims.....	2
2. Our academy’s legal duties under the Equality Act 2010.....	2
3. Limiting the cost of academy uniform.....	2
4. Expectations for academy uniform .....	3
4.1 Our academy’s uniform .....	3
4.2 Jewellery .....	4
4.3 Watches .....	4
4.4 Long Hair.....	5
4.5 Where to purchase it .....	5
5. Expectations for our academy community.....	5
5.1 Pupils .....	5
5.2 Parents and carers .....	5
5.3 Staff.....	6
5.4 Governors .....	6
6. Monitoring arrangements .....	7
7. Links to other policies .....	7

## 1. 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
- Clarify our expectations for school 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 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 pupils 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 pupils
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils 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 pupils or their parents/carers to get in touch with the principal, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

## 3. Limiting the cost of 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 (DfE) on the cost of academy uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a academy 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.

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 for example, by only asking that a blazer, worn over the jumper, features the academy logo.
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- Considering cheaper alternatives to academy-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items pupils could wear on non-school 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 leveller
- Avoiding different uniform requirements for different 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

## 4. Expectations for academy uniform

### 4.1 Our academy's uniform

	Required		Optional	
	Generic	Branded	Generic	Branded
Grey trousers or grey skirt or pinafore dress	✓			
Grey shorts or Bottle green gingham dress <b>(From May to October only)</b>			✓	
White buttoned shirt	✓			
Academy tie		✓		
Bottle green jumper/cardigan with the academy logo		✓		

Black formal shoes	✓			
<b>Years 5 and 6 only:</b> A black blazer with the academy logo				✓
<b>For PE:</b>				
Black Plimsolls or trainers	✓			
Black shorts	✓			
Bottle Green polo shirt with the academy logo		✓		
Plain black hooded jacket and joggers. No logos.	✓			
<b>For Swimming:</b>				
one-piece swimsuit for girls or swim shorts/trunks for boys	✓			
Swimming hat	✓			
Rash-shirt			✓	
Goggles			✓	
Towel	✓			
Plastic bag for wet clothes	✓			

**Children are to attend school in their PE kits on the days that they have PE lessons.**

For those attending an after-school sports club, they should wear normal uniform and change at the end of the school day.

#### **4.2 Jewellery**

It is hazardous to wear jewellery in school. Please do not send your child to school with necklaces, rings or earrings. The only exception will be a single small plain stud in each ear. No other body piercings are permitted. These should be removed on PE days, or they will be covered by tape if necessary.

#### **4.3 Watches**

Watches can be worn by the children. Whilst digital sports watches are fine, these will be removed if a distraction and parents should consider the cost and likelihood of damage. Smart watches should not be brought into school if they can connect to the internet or can take pictures.

#### 4.4 Long Hair

Long hair must be tied back to prevent the spread of head lice, and we expect all pupils to come to school with an appropriate hairstyle.

#### 4.5 Where to purchase it

Uniform can be ordered directly with our supplier and delivered for free, <https://www.stratfords.com/>:



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Second hand uniform is available from the office, and a uniform rail will be available at Parents Evenings – where pre-loved uniform will be available for free.

### 5. Expectations for our academy community

#### 5.1 Pupils

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

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

Pupils are also expected to contact the principal if they want to request an amendment to the uniform policy in relation to their protected characteristics.

#### 5.2 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

Parents/carers are also expected to contact the principal if they want to request an amendment to the uniform policy in relation to:

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

Parents/carers are expected to lodge any complaints or objections relating to the academy uniform in a timely and reasonable manner.

Disputes about the cost of the academy uniform will be:

- Resolved locally
- Dealt with in accordance with EMAT's complaints policy

The academy will work closely with parents/carers to arrive at a mutually acceptable outcome.

### **5.3 Staff**

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply but will follow up with the principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with under our 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.

### **5.4 Governors**

The academy committee will review this policy and make sure that it:

- Is appropriate for our academy's context
- Is implemented fairly across the academy
- Offers a uniform that is appropriate, practical and safe for all pupils

The committee will also make sure that the academy'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 5 years.

## **6. Monitoring arrangements**

This policy will be reviewed every three years by the principal. At every review, it will be approved by the academy committee.

## **7. Links to other policies**

This policy is linked to:

- Behaviour (and Anti-bullying) policy
- Equality information and objectives policy
- Complaints policy (EMAT)