

Uniform Policy

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Contents:

Statement of intent

1. Legal framework
2. Roles and responsibilities
3. Cost principles
4. Branded items
5. Equality principles
6. Complaints and challenges
7. School uniform supplier
8. Finding and consulting suppliers
9. Uniform assistance
10. Non-compliance
11. School uniform
12. Adverse weather
13. Labelling and lost property
14. Monitoring and review

Statement of intent

The school believes that a consistent school uniform policy is vital for:

- Promoting the ethos of a school.
- Providing a sense of belonging and identity.
- Setting an appropriate tone for education.

For the purposes of this policy, “uniform” includes the following elements of students’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all students, is affordable, and provides the best value for money for both the school and students’ families.

We believe that students learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education.

In writing and updating this policy, the school will:

- Engage with parents and students.
- Consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for students.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Ensure that the uniform is suitable and safe for students who walk or cycle to school.
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

1. Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE 'Cost of school uniforms'
- DfE 'School Admissions Code'
- DfE 'Developing school uniform policy'
- Equality and Human Rights Commission 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Student Equality, Equity, Diversity and Inclusion Policy
- LGBTQ+ Policy
- Tendering and Procurement Policy

2. Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any student because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, students and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is appropriate, practical, accessible and affordable for all students.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.
- Ensuring compliance with obligations under the Human Rights Act 1998 and the Equality Act 2010.

The headteacher is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a student is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Providing students with an exemption or amendment letter as appropriate, e.g. for a student who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that students dress in accordance with this policy at all times.
- Where appropriate to their role, disciplining students who are in breach of this policy.
- Ensuring that students understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires an amendment or an exemption to the uniform rules, with a reason why e.g. due to their child's protected characteristic, due to the cost of the uniform.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Students are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption or an amendment.

- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

3. Cost principles

The school will develop its uniform policy in relation to the following starting principles:

- In conjunction with Advance Learning Partnership (“The Trust”), the school will seek to ensure that the uniform is affordable. In so doing, the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.
- The use of branded uniform items will be minimised in accordance with the [branded items](#) section of this policy.
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.

Principles in practice

In accordance with the ‘School Admissions Code’, the headteacher will ensure that the school’s uniform requirements do not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, students at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of students with protected characteristics that may impact their ability to access the uniform.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a student, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day or where spare items are likely or be needed.

The school will keep variations in school uniform for different groups of students, e.g. year group-specific items or house colours, to a minimum to ensure that students can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

The school will meet the DfE’s requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective students, and that the best value for money is secured through reputable suppliers.

The school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive single-supplier contracts or cash-

back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not make frequent changes to uniform requirements and will take the views of parents and students into account when considering any changes.

The above consideration to cost will also apply to the school's PE kit, as no student should feel unable to fully participate in PE or represent their class or the school because the PE kit is too expensive.

4. Branded items

As of September 2026, the school will limit its branded items of uniform and PE kit to four or fewer, if one is a tie.

The school will confirm with parents and students which branded uniforms will be compulsory within the above limit and the specification of other optional branded items. All branded items, whether compulsory or optional, will be kept to a minimum and generic alternatives will be permitted.

Parents will be informed of any requirements for generic alternatives of non-branded uniform, e.g. the colour, shade, fabric or fit, so that these items can be purchased appropriately.

A branded item will be deemed compulsory if a student is required to have or wear the item:

- For general use at the school.
- To travel to or from the school.
- To take part in any lesson, club or activity facilitated by the school.

The limit on branded items will apply to any branded bags, and any items required only at particular times of the year, e.g. summer uniform.

Where students are able to choose between different branded items, e.g. being able to choose between wearing a branded skirt or branded trousers, this will only count as one item as the student is only required to have one of those items.

Different branded uniforms may be adopted for different key stages; however, the school will consider cost implications for parents in doing so.

When making decisions about compulsory branded items, the school will consider how it can maintain the benefits of a branded item while also keeping costs low. This may involve using sew-on or iron-on labels or limited branded items to longer-lasting items such as ties, rather than items that need to be purchased more frequently or in larger quantities, e.g. shirts.

Sew-on or iron-on logos applied to uniform items will be considered branded items and included within the school's prescribed limit of compulsory branded items.

All loaned or gifted branded items will be captured within the limit if they are required to be worn. Additional branded items may be loaned, given out, or made available for sale by the school; however, wearing such items will be optional.

Where optional branded items are made available, wearing an equivalent unbranded version of that item will also be permitted.

Generic unbranded items worn by students will still need meet the requirements of this policy and should be fit for purpose.

For sporting activities and competitions, students will not be required to wear branded items to take part in an activity, unless these items count towards the limit on branded items. The school may give out free additional branded items for sporting competitions and events.

If a student is unable to wear a loaned branded item, e.g. for a medical or health reason, the school will allow them to wear a suitable alternative.

5. Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any student very seriously.

In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all students can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The relevant protected characteristics are:

- Sex
- Sexual orientation
- Religion or belief
- Race (including colour, nationality, ethnic or national origin)
- Disability
- Gender reassignment
- Pregnancy

The school will ensure that parents and students are consulted over any changes to school uniform, and that, where appropriate and with students' consent, views and advice are sought specifically from students, and parents of students, who:

- Have SEND and/or sensory needs.
- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

If a requirement will affect a group with certain characteristics more than others, the school will:

- Carefully consider whether the requirement is the best way to achieve aims.
- Think about what mitigations could be put in place.
- Ensure that the requirement is justified and a proportionate means of achieving a legitimate aim to be lawful.
- Allow for flexibility to enable necessary exceptions.

Information on how the school ensures its uniform policy does not discriminate against students with specific protected characteristics is outlined below.

Gender

To avoid disproportionately impacting students of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the 'Cost principles' section of this policy.
- Not directly requiring students of a certain gender to buy additional uniform, e.g. by requiring female students to buy both trousers and skirts.
- Not indirectly requiring students of a certain gender to buy additional uniform, e.g. by offering football in PE to only male students and requiring they buy football boots to participate.
- Not holding students of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school will implement a gender-neutral uniform, meaning that students will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender students will be supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

Religion and belief

To avoid disproportionately impacting students of a certain religion, belief or culture, the school will ensure that there is flexibility to allow students to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, it is important that school policies are not compromised, such as school safety or discipline.

Race

To avoid disproportionately impacting students of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a student's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a student's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on 'Preventing hair discrimination in schools'.

SEND and medical conditions

To avoid disproportionately impacting students with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these students. This includes:

- What flexibilities, adaptations, adjustments or alternatives might mitigate any negative impact on these students.
- Adopting a more comfortable or less restrictive uniform.
- Determining a more flexible policy that allows students to choose from a range of items so they feel more comfortable.

Where the needs of these students cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

The school will ensure that it works with a supplier that acts in accordance with the school's values and principles on equality and inclusion.

6. Complaints and challenges

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

Where the subject of a complaint relates to a student's protected characteristic, the governing board will carefully consider requests to vary this policy.

The school will agree a procedure with its uniform supplier to deal with complaints about the supply and quality of uniforms.

In considering a complaint, parents should be aware that teachers can sanction students for breaching the school's rules on appearance or uniform. The school will expect this to be carried out in accordance with the school's published Behaviour Policy. The school will aim to deal with student non-compliance in a proportionate and fair way.

7. School uniform supplier

The school's current school uniform supplies are:

School Uniform - Michael Sehgal & Sons LTD (Newcastle Upon Tyne) - 0191 230 2320

PE Kit - Emblematic LTD - 0191 270 1449

The governing board will be able to demonstrate how uniform is procured at the best value for money. The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school will not sign contracts with suppliers before requesting visualisations and samples of proposed uniform.

8. Finding and consulting suppliers

Where a change of uniform supplier is proposed, this will be managed at Trust level to ensure value for money and affordability, in collaboration with schools to reflect local context and inclusive considerations for families.

Potential suppliers may be identified through existing procurement frameworks, industry bodies, local market research, school networks and preliminary engagement.

Schools will apply the Department for Education's Procuring Uniform Supplies requirements to ensure a compliant procurement process. This will be carried out in line with the Advance Learning Partnership Procurement and Tendering Policy, including the use of an invitation to tender and a pricing schedule.

Procurement activity will take account of parental requirements, existing contractual commitments, procurement timescales and evaluation arrangements, alongside environmental impact, sustainability and responsible sourcing.

9. Uniform assistance

Parents will be invited to donate their child's uniform when they no longer need it. Therefore, some uniform may be available from the school office. Please call the school office for further information and assistance.

10. Non-compliance

Before taking disciplinary action, the school will consider any reasons for non-compliance that may be outside of the student's control.

A considerate approach will be used to resolve any situations where it is suspected that financial hardship may be the reason a student has not complied with this policy.

Staff will be permitted to discipline students for breaching this policy, where relevant to their role, in accordance with the school's Behaviour Policy. In cases where it is suspected that financial hardship has resulted in a student not complying with a school's published uniform policy, the school will be mindful and considerate to this situation.

The headteacher, or a person authorised by the headteacher, will be permitted to ask a student to briefly go home to remedy breaches to the school's uniform. When deciding whether to allow a student to return home, the member of staff will consider the student's age and vulnerability, the length of time it will take, and the availability of the student's parents. A parent will always be contacted before sending the student home – if contact with the student's parent cannot be made, the student will remain in school.

Where a student has been sent home to rectify uniform breaches, the absence will be recorded as 'authorised'. If a student repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence will be recorded as 'unauthorised'.

Parents will be notified of students' breaches of school uniform in all cases.

11. School uniform

Clothing

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Regular school uniform				

Tie	Required	Branded: School colours represented on the tie.	Available from school supplier and second-hand from school office	Please see Uniform Supplier website for prices
Black blazer	Required	Branded: School logo on left-hand side	Branded blazer available from school supplier or second-hand from school office. Black blazer can be bought from regular retailers. Iron-on logo patches available from school office	Please see Uniform Supplier website for prices
Black v- neck school jumper	Optional	Branded: School logo on left-hand side	Branded blazer available from school supplier or second-hand from school office.	Please see Uniform Supplier website for prices
White shirt	Required	No branding	Available from school supplier and from regular retailers	Please see Uniform Supplier website for prices
Black tailored trousers or black knee-length skirt with black tights	Required	No branding	Available from school supplier, second-hand from school office, and from regular retailers	Please see Uniform Supplier website for prices
Plain black polishable shoes	Required	No branding	Available from regular retailers	N/A
PE kit				
Black Polo t-shirt	Required	Branded: School logo on left-hand side	Available from school supplier	Please see Uniform Supplier website for prices
Plain black shorts	Required	No branding	Available from school supplier and from regular retailers	Please see Uniform Supplier website for prices

Plain black, full length sport sock	Required	No branding	Available from school supplier and from regular retailers	Please see Uniform Supplier website for prices
Fit-for-purpose footwear (Trainers)	Required	No branding	Available from regular retailers	N/A
Black PE 1/4 Zip Top	Optional	Branded: School logo on left-hand side	Available from school supplier	Please see Uniform Supplier website for prices
Black Tapered Pant	Optional	No branding	Available from school supplier and from regular retailers	Please see Uniform Supplier website for prices
Black Leggings	Optional	No branding	Available from school supplier and from regular retailers	Please see Uniform Supplier website for prices

Please note, black jeans will not be permitted.

The school will not consider trainers or high heels or knee high boots suitable school shoes.

Parents who do not wish to buy the optional branded PE kit must acquire a PE kit meeting the following criteria:

- **Black PE 1/4 Zip Top with no branding or logos from professional sports teams**
- **Plain shorts or tracksuit bottoms with no branding or logos from professional sports teams**
- **Suitable trainers**
- **Other suitable sports footwear, e.g. football boots, if required**

Parents are responsible for ensuring their child brings their PE kit to school when needed.

Jewellery

The school rules on jewellery are as follows:

- One pair of stud earrings may be worn – no other piercings are permitted.
- A wristwatch may be worn. Smart watches are not permitted.

Students will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

Bags

Students must use an appropriately sized waterproof bag to carry their books and equipment. It must hold A4-sized workbooks comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases will not be permitted.

The school will discourage students from bringing valuable bags to school. The school will not be liable for lost or damaged school bags.

Hairstyles and headwear

The school reserves the right to make a judgement on whether a student's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any student by virtue of their protected characteristics. Each individual student's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Policy.

Students with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- Brightly coloured / un-natural dyed hair
- Headwear with bold patterns or colours
- Excessive hair accessories
- Headwear featuring inappropriate words or images

Makeup and cosmetics

The school rules on makeup and cosmetics are as follows:

- Only natural-looking makeup is permitted
- False nails and nail extensions are not permitted
- Only clear nail varnish may be worn
- Tattoos, including temporary tattoos, are not permitted

Students wearing excessive makeup will be required to remove it.

12. Adverse weather

All students will be advised to wear weather-appropriate clothing.

For hot temperatures, students will be given permission to remove blazers and in some instances, ties. All other uniform items will be expected to be worn in the usual manner unless directed otherwise by the Headteacher.

For cold temperatures, students are encouraged to wear:

- Scarfs, gloves, coats and hats when outside.

13. Labelling and lost property

Parents will be advised to ensure that all students' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be taken to the lost property box in the school office. All lost property will be retained for one month and will be disposed of if it is not collected within this time.

14. Monitoring and review

This policy will be reviewed annually. The school will engage with parents and students when reviewing this policy. Any subsequent changes to this policy will be communicated to all staff, students, parents and other relevant stakeholders.

Safeguarding

We are committed to safeguarding and promoting the welfare of all children as the safety and protection of children is of paramount importance to everyone in this school. We work hard to create a culture of vigilance and at all times we will ensure what is best in the interests of all children.

We believe that all children have the right to be safe in our society. We recognise that we have a duty to ensure arrangements are in place for safeguarding and promoting the welfare of children by creating a positive school atmosphere through our teaching and learning, pastoral support and care for both students and school personnel, training for school personnel and with working with parents. We teach all our children about safeguarding.

We work hard to ensure that everyone keeps careful watch throughout the school and in everything we do for possible dangers or difficulties. We want all children to feel safe at all times. We want to hear their views of how we can improve all aspects of safeguarding and from the evidence gained we put into place all necessary improvements.

If a member of staff has any concerns in relation to the child's welfare/wellbeing the member of staff should log this on CPOMS and speak with Designated Safeguarding Lead, or appropriate team member. Further guidance can be found in the Safeguarding Policy.

Complaints

All complaints should be raised with the school in the first instance.

The details of how to make a formal complaint can be found in the School Complaints Policy.

Please copy and paste the above statements in, at the end of your policy, where applicable. (For example complaints statement would not be added to staff policy).

Equality & Diversity

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of age, race, disability, gender reassignment, sexual orientation, sex, marriage & civil partnership, pregnancy & maternity, religion/ belief or political/ other personal beliefs.

We believe that this policy is in line with the Equality Act 2010, as it is fair, it does not prioritise or disadvantage any student and it helps to promote equality across the Trust.

Modern Slavery Act

Advance Learning Partnership (Trust) is committed to ensuring that modern slavery and human trafficking are prevented from taking place within the Trust and its supply chain.

The Trust is committed to sourcing responsibly and improving our practices to combat slavery and human trafficking in our business and supply chain.

Accessibility Statement

We are committed to ensuring that our policies are accessible to all individuals. If you require this policy document in an alternative format, such as Braille, large print, or another language, please do not hesitate to contact our office. Immersive Reader tools are a useful way for an enhanced reading experience. PDF and word have this as a function. Your accessibility needs are important to us, and we are here to assist you in any way possible.

Control of Documents- Records/Policies

Document Name	Staff Member
Uniform Policy	Anna Wass

Description	Name / Title	Signature	Date
Prepared by	Person who updated policy	A Wass	01.06.2026
1 st - Approved by	Person who approved policy	C Smith	01.06.2026