



Uniform Policy

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Contents

1. Aims	2
2. The CE Academy’s legal duties under the Equality Act 2010	2
3. Limiting the cost of our academy uniform	2
4. Expectations for academy uniform	3
5. Expectations for our academy community	4
6. Monitoring arrangements	5
7. Links to other policies	5

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 our academy uniform

2. The CE 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, the CE Academy 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 the academy 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 head scarves 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 to get in touch with the headteacher, 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 our academy uniform

The CE Academy has a duty 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.

Our uniform (Key Stage 3 only) and dress code (Key Stage 4) do not require pupils to wear branded items or items that have to have an academy logo, unique fabric or design. All items can be purchased from a wide range of retailers and enable parents to 'shop around' for a low price.

We will make sure the Key Stage 3 uniform and our Key Stage 4 dress code:

- Are available at a reasonable cost and provides the best value for money for parents/carers

We will do this by:

- Not requiring any items with distinctive characteristics or branded items so that the academy's uniform can act as a social leveller.
- Avoiding different uniform requirements for extra-curricular activities
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

4. Expectations for academy uniform

All young people (Key Stage 3 and 4) are given the option of a free tie and top with the CE Academy logo:

- *a jumper*
- *a hooded top*
- *or a zipped top*

4.1 Our Key Stage 3 uniform

Young people attending the CE Academy should wear the following uniform:

- BLACK trousers or skirt
- WHITE shirt/polo shirt/t-shirt (plain – no logo)
- BLACK sweatshirt (with or without CE Academy logo)
- BLACK footwear – must be all black and polishable with no clear logo. This may include trainers if they meet these requirements, but we advise discussing with staff first.
- CE Academy tie optional

4.2 Our Key Stage 4 dress code

Uniform is voluntary for Key Stage 4. Young people should wear suitable day time clothing.

Young people may be asked to return home to change if they arrive at school inappropriately dressed.

The following are not acceptable as school wear:

- ✗ Low cut tops
- ✗ Thin leggings that reveal underwear
- ✗ Any clothing that reveals underwear
- ✗ Pyjamas
- ✗ Slippers
- ✗ Onesies
- ✗ Singlets
- ✗ Crop tops
- ✗ Hot pants (knee length shorts only)
- ✗ All in one bodycon jumpsuit

4.3 Vocational Provisions

Any specific uniform required for vocational provisions will be provided free of charge, with the expectation that it is returned when no longer required. It is a requirement for many accredited courses to wear the correct uniform. Pupils will not be able to participate in a course if they do not wear the required uniform. It is also essential for pupils to wear the correct safety uniform for health and safety reasons.

5. Expectations for our academy community

5.1 Pupils

Pupils are expected to wear the required uniform (Key Stage 3) and dress code (Key Stage 4) at all times (other than specified non-academy uniform days) while:

- On the academy premises
- Travelling to and from the academy
- At out-of-academy events or on trips that are organised by the academy, or where they are representing the academy (if required)
- Attending vocational provisions

Pupils are also expected to contact the headteacher 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 wears the correct uniform/dress code, and that every item is:

- Clean
- In good condition

Parents are also expected to contact the headteacher 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 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 our academy's complaints policy

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

5.3 Staff

Staff will monitor pupils to make sure they are wearing the correct uniform/dress code.

They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

In Key Stage 3 a selection of uniform items are stored at the campus. Pupils arriving at the academy without the correct uniform are asked to change into appropriate clothes from the store. If they are non-compliant then parents/carers are contacted and asked to either bring the uniform into school or to collect their child and take them home to change.

If appropriate, young people in Key Stage 4 may be asked to return home to change if they arrive at school inappropriately dressed.

Ongoing breaches of our uniform policy will be dealt with by a member of the senior leadership team. 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 governing board will review this policy and make sure that it:

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

6. Monitoring arrangements

This policy will be reviewed every 2 years by the senior leadership team. At every review, it will be approved by the governing body.

7. Links to other policies

This policy is linked to our:

- Behaviour Management Policy
- Equality Opportunities Policy and Action Plan
- Anti-Bullying Policy
- Concerns/Complaints Procedure and Form

Policy Control Sheet

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