



Policy Document

Alkerden Church of England Academy

Uniform Policy

September 2025

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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 families
- 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 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, disability, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all learners the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure that our uniform can cost the same for all learners
- Allow all learners to have long hair (though we reserve the right to ask for this to be tied back during practical activities)
- Allow all learners to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow learners to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their gender
- Allow learners to wear headscarves and other religious or cultural symbols
- Allow learners with sensory or physical needs to make adaptations to their uniform depending on their specific needs
- Allow for adaptations to our policy on the grounds of equality by asking learners or their parents to get in touch with the Heads of School who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

Our school 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.

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 will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for families

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- Considering cheaper alternatives to school-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 learners 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 school's uniform can act as a social leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items

- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and learners on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for school uniform

We expect all our students to come to school every day in the correct uniform and to bring the correct equipment. All students should be ready to learn daily.

All items of uniform and PE clothing should be clearly and individually named.

4.1 Primary Phase Uniform

4.2 Secondary Phase Uniform

Uniform

- Black blazer (compulsory – with school badge)
- V-neck black jumper with green stripe (optional) or plain black V-neck jumper (must not replace a blazer)
- School tie (compulsory)
- White-collared shirt
- Black trousers or black-pleated Alkerden skirt with logo
- Black socks (below the knee)
- Black or natural tights
- Black leather shoes (no trainers)

PE Kit

- Alkerden polo shirt (compulsory – with school badge)
- Plain black PE shorts or black skort (no fashion-branded items)
- Black track pants or plain black jogging bottoms/sports leggings (no fashion-branded items)
- Black mid-layer jumper (compulsory – with school badge)
- Plain black socks

- Studded boots and shin pads (for football and rugby in wet weather)
- White or black trainers

Jewellery and Make-up

To ensure safety, professionalism, and a focused learning environment, all students must follow the guidelines below:

- Students come to school well-presented and in the correct uniform with the correct equipment
- Discreet make-up may be worn
- Only natural nails are permitted
- Unnatural hair colour or lines/shapes shaved into the head are not permitted
- All students are ready to learn daily
- All items of uniform and PE clothing is clearly and individually named
- Students may wear one small, plain stud in each earlobe. Hoops and multiple piercings are not allowed.
- Necklaces are not permitted. The wearing of religious items must be communicated via email to the school.
- Rings, bracelets and wristbands are not allowed.
- Facial and body piercings, including nose, eyebrow, lip, and tongue piercings, are not allowed.
- Watches may be worn for timekeeping. Smartwatches without a camera function may be worn for timekeeping but must not be used for messages or calls during the school day and should be on airplane mode, school mode, do not disturb/focus mode or sleep mode during the school day to disable notifications. Misuse will result in confiscation.
- All jewellery must be removed for PE lessons - with no exceptions - for learner safety. Taping over piercings is not allowed.
- Ear piercings should only take place at the start of the summer holidays to ensure they are fully healed and can be safely removed in time for the first day of the new term.

Failure to follow this policy will result in confiscation and appropriate sanctions.

Hot weather

The Heads of School will on occasion make the decision to adapt uniform in incidences of hot weather. Families will be informed via email, and learners will be notified via tutors. Please ask your child to apply sun cream before they come to school.

4.3 Where to purchase uniform

We have a [uniform shop \(TFS\)](#) where you can purchase school uniform and PE kits online and/or in store.

The following items can be purchased from the Secondary phase office:

- Alkerden Academy iron-on badge
- Alkerden Academy tie

5. Expectations for our school community

5.1 Learners

Learners are expected to always wear the correct uniform (other than specified non-school uniform days) while:

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

Learners are also expected to contact the Heads of School if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Families

Families 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 are also expected to contact the Heads of School 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 school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints policy

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

5.3 Staff

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

Ongoing breaches of our uniform policy will be dealt with by the school's 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 governing board will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Considers the views of parents and learners
- Offers a uniform that is appropriate, practical and safe for all learners

The board will also make sure that the school'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 2 years by the Heads of School. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy