

# Field Road Academy

Respect

Reflection

Resilience

Responsibility

**Part of The Lighthouse Multi Academy Trust**



## Academy Uniform Policy

|                   |                                                                      |
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| Approved by:      | D Newton - Head Teacher<br>S Baker – Chair of Local School Committee |
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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 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 school's legal duties under the Equality Act 2010

The [Equality Act 2010](#) prohibits unlawful discrimination against individuals because of protected characteristics. In relation to school uniform, the Academy will have particular regard to the protected characteristics of sex, religion or belief, race (including colour, nationality and ethnic or national origin), disability, gender reassignment, and pregnancy and maternity.

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 a member of the senior leadership team or SENDCo 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 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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/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, not expecting that the jumper/ cardigan worn has the academy logo
- Limiting compulsory branded items to those that are necessary, good quality, durable and provide clear value for money, while ensuring that the statutory limit on compulsory branded items is not exceeded.
- 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 pupils could wear on non-school days, such as coats, bags and shoes
- Keeping optional branded items to a minimum and ensuring that suitable generic alternatives are permitted.
- Avoiding different uniform requirements for different year/class
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Ensuring that opportunities to acquire second-hand/pre-loved uniform are freely accessible to all parents and carers, including prospective parents, and that information about how to access pre-loved uniform is published on the academy website.
- 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
- Allowing pupils to wear a plain black jumper or cardigan purchased from any retailer, without an academy logo, rather than requiring these items to be purchased from a specified supplier.

From September 2026, the academy will comply with the statutory limit on compulsory branded school uniform and PE kit. For primary pupils, no more than three compulsory branded items will be required. Optional branded items will be kept to a minimum and suitable generic alternatives will be permitted.

The Academy will consider both the cost of individual uniform items and the total cost of the uniform and PE kit. Particular consideration will be given to the affordability of higher-cost items and the impact of uniform costs on families on lower incomes.

## 4. Expectations for school uniform

### 4.1 Our Academy uniform

Academy Uniform:

- **White shirt** – plain white; long or short sleeved; may be purchased from any retailer.
- **Black jumper or cardigan** – plain black; Academy logo is not required and may be purchased from any retailer.
- **Black or grey skirt or trousers** – plain; leggings are not permitted and items may be purchased from any retailer.
- **Summer dress** – optional alternative to the standard summer uniform, in the colour of the pupil's allocated house; may be purchased from any retailer.
- White, grey or black socks or tights.
- **Black school shoes** – plain black shoes; trainers are not permitted.
- **School tie** – in the colour of the pupil's allocated house. This is one of the Academy's compulsory branded items and can be purchased from the Academy or Brigade Clothing.
- **Black fleece with Academy logo** – optional. Alternatively, pupils may wear a coat of any colour for outdoor wear, which may be purchased from any retailer.

P.E. Kit:

- **House-coloured T-shirt** – plain; may be purchased from any retailer.
- Black shorts
- Black or dark-coloured tracksuit bottoms and/or a plain black or dark-coloured hoodie – for use during cold weather. Hoodies should be removed on entry to the classroom.
- Trainers

### Hair, jewellery and personal appearance

The Academy allows pupils to:

- wear their hair in a range of styles, including long hair, subject to reasonable health, safety and hygiene requirements. Hair must be tied back for PE, swimming and cooking where required;
- wear small bows, clips and hair bands. Large hair accessories, including JoJo bows, are not permitted;
- wear small, discreet jewellery where appropriate, such as one small flat ring or small sleeper earrings/studs;
- wear a watch. **Smart watches are not permitted.**

Jewellery and watches must be removed for PE, swimming and cooking where required for health and safety. Where an item cannot be removed, appropriate arrangements should be agreed in advance with the Academy. The Academy is not responsible for jewellery or watches that are lost, damaged or stolen.

The following should not be worn at school:

- extreme hairstyles or hair extensions where these present a health, safety or hygiene concern;
- false nails;
- make-up;
- fake tattoos

The Academy may make reasonable temporary adaptations to uniform requirements during extreme or adverse weather conditions to support pupils' comfort, health and safety.

## **4.2 Where to purchase it**

Our uniform supplier is Brigade Clothing Ltd and along with keeping some stock of jumpers, cardigans, ties and P.E. tops in school, parents and carers can also order direct from the supplier online for free click and collect into school during term time or home delivery at a small cost during school holidays. School stock will be available to purchase from the office/ParentPay.

To view the Brigade website please visit <https://www.brigade.uk.com/>.

Also available to purchase online are coats, fleeces, trousers, skirts, blouses and other school accessories, all of which can be delivered to school free of charge during term time. Sample sizes are available to view or try on from the school office.

Generic uniform items identified in this policy as available from any retailer do not need to be purchased from Brigade Clothing. Brigade Clothing is the Academy's supplier for the compulsory branded tie and optional branded fleece, as well as providing a convenient source for generic uniform items.

We do also have a collection of jumpers, cardigans, ties and P.E. tops available to purchase straight from the school office. Price lists are available from Mrs Halls in the school office.

## **5. Expectations for our school community**

### **5.1 Pupils**

Pupils are expected to wear the correct uniform at all times (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)

Pupils are also expected to contact a member of the senior leadership team or SENDCo 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 a member of the senior leadership team or the SENDCO on 01922 710145 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 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/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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in accordance with school's behaviour policy.

Where financial hardship is suspected to be affecting a pupil's ability to comply with the uniform policy, staff will take a considerate and supportive approach. Pupils will not be excluded from lessons, breaktimes or extracurricular activities because they are unable to comply with the uniform policy for financial reasons.

### **5.4 Local School Committee**

The Local School Committee will review this policy and make sure that it:

- is appropriate for our school's context
- is implemented fairly across the school
- takes into account the views of parents/carers and pupils
- offers a uniform that is appropriate, practical and safe for all pupils

The Local School Committee 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 where possible and, where a single-supplier arrangement is used, ensuring that regular tendering competitions are undertaken and the contract is re-tendered at least every 5 years.

## **6. Monitoring arrangements**

This policy will be reviewed annually by the senior leadership team. At every review, it will be approved by the Local School Committee.

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

This policy is linked to our:

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