



Uniform Policy

Written by	Approved by	Status	Last Review	Next Review
JHOS	Trustees	Under Review	September 2024	September 2025



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

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, race, religion or belief, 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mrs Kirsten Tindall who can answer questions about the policy and respond to any requests.

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 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 the blazer, worn over the jumper, features the school logo



- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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 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
- 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 pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

Expectations for School Uniform

Our schools uniform compulsory:

- Black blazer with Academy badge—to be worn at all times unless given permission to remove.
- Black smart tailored, straight formal style trousers (NOT tightly fitted to the leg and/or ankle or cropped or of stretchy or denim material).
- Plain white traditional shirt (not fitted) with top button fastened.
- Academy tie (house colour).
- Plain black (no badge) long sleeved fine-knit V-neck jumper (tank top optional but must be worn under blazer).
- Plain white or black ankle socks.
- Black, flat, unbranded, polishable shoes (maximum heel height 6cm at the back). Please note that trainers, trainer style shoes, canvas shoes or boots are NOT acceptable for e.g. Nike Air Force 1, Converse, canvas shoes and Doc Martin style boots and shoes.
- Skirts that may also be worn but skirts must be black, knee length, stitched down pleated skirt and not of stretchy material.

The following are NOT allowed at all in an Academy:

- Coats with offensive logos/badges.
- Denim or leather/leather look or knitted coats/jackets.
- Coloured T-shirts or bras or T-shirts with logos under an Academy shirt (if a T-shirt is worn under a shirt it must be plain).
- Sweatshirts/jumpers which are not Academy uniform.
- Sweatshirts/hoodies/zipped jumpers/cardigans/clothing made of sweatshirt material (with or without hoods), are not considered as coats and may not be worn.
- Jeans or jeans-type trousers.
- Nail varnish, gel nails, false nails, tattoos, temporary tattoos
- Make-up (thin layer of natural foundation is permitted)
- Jewellery including bracelets and rings (A wristwatch and one small stud in each ear is permitted) All jewellery must be removed for PE



- Nose/eyebrow/tongue or any other form of body piercing.
- Extreme hairstyles such as a Mohican or similar. No vivid two-toned hair colours, no pattern cut into hair (skin fades permitted), NO beaded braids or braids with cotton/material weaves, no extensions which don't match natural hair colour. Colour of hair must be a natural colour
- Beards or moustaches, or sideburns below the earlobes.
- Large belt buckles or studded/patterned belts (only plain black belts permitted)

PE Uniform

- Outdoor Rugby/Hockey Top Black and Green
- Indoor Polo Top Black and Green with Academy logo
- Shorts Black with Academy logo
- Socks Black knee length or white ankle (depending on activity)
- Hoodie Black with Academy logo
- PRO Leggings PRO Leggings – BLACK. Please note any see-through leggings are not acceptable or appropriate and students will be given an alternative to wear.
- Track Pant Slim Fit Track Pant - BLACK
- Skorts Black - may be worn instead of shorts.
- Training shoes or rugby boots, depending on activity
- Shin Pads and Gum Shields are highly recommended.

Students with long hair must tie their hair back so that no part of it will affect their ability to participate safely.

Where to purchase it:

- Branded products are available to purchase from Sports Direct (Lincoln, Grimsby and online). Unbranded products are available from high street retailers, supermarkets and online.
- Second-hand uniform, whilst in limited supply can be purchased via the Academy office.



Expectations for our School Community

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 Mrs Kirsten Tindall if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 are also expected to contact Mrs Kirsten Tindall at enquiries@cyac.org.uk 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.

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 by the Pastoral Team and the behaviour policy will be followed.

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.



Trustees:

The trustee board 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 and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

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 retendering contracts at least every 5 years.