



Uniform Policy

2026–2027

Written by:	Approved by:	Status	Last Review	Next Review
LCOU	Trustees	Ratified	September 2026	September 2027

Caistor Yarborough Academy

1. Statement of Intent

Caistor Yarborough Academy believes that a clear and consistent uniform contributes positively to Academy culture.

Our uniform aims to:

- promote a strong sense of belonging and Academy identity;
- support high expectations;
- contribute to a calm and purposeful learning environment;
- promote equality;
- reduce peer pressure relating to clothing and fashion;
- provide a practical and smart uniform;
- ensure cost does not create an unnecessary barrier to attendance or participation.

Students are expected to wear the Academy uniform correctly and with pride.

The Academy recognises its responsibility to ensure that uniform requirements are affordable, inclusive, practical and compliant with equality legislation.

Uniform expectations will be implemented reasonably and sensitively, particularly where:

- financial hardship;
- SEND;
- disability;
- medical needs;
- religion or belief;
- another relevant individual circumstance

affects a student's ability to comply.

2. Aims

This policy aims to:

- clearly explain the Academy's uniform and appearance expectations;
- ensure expectations are consistently applied;
- ensure uniform remains affordable;
- minimise the number of compulsory branded items;
- provide parents/carers with flexibility to purchase generic items from a range of retailers;

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- provide access to second-hand uniform;
- avoid unlawful discrimination;
- make reasonable adjustments where required;
- support students and families experiencing financial difficulty;
- explain how uniform breaches will be addressed.

3. Legal and Guidance Framework

This policy has regard to:

- Education Act 1996;
- Education (Guidance about Costs of School Uniforms) Act 2021;
- Equality Act 2010;
- Human Rights Act 1998;
- Children and Families Act 2014;
- Children's Wellbeing and Schools Act 2026;
- current DfE statutory guidance on the Cost of School Uniforms;
- current DfE guidance on Developing School Uniform Policy;
- relevant safeguarding, health and safety and SEND requirements.

From 1 September 2026, secondary schools are legally limited in the number of compulsory branded uniform items they may require.

Where one compulsory branded item is a tie, no more than four different compulsory branded items may be required across school uniform and PE kit during the school year.

Caistor Yarborough Academy will remain within this statutory limit.

4. Equality, Inclusion and Reasonable Adjustments

The Academy will ensure that its uniform policy complies with the Equality Act 2010 and Human Rights Act 1998.

Uniform requirements will not unlawfully discriminate against students because of protected characteristics.

The Academy will consider individual requests relating to:

- disability;
- SEND;
- medical conditions;

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- religion or belief;
- race;
- sex;
- gender reassignment;
- pregnancy;
- other relevant individual circumstances.

Where necessary, reasonable adjustments will be made.

Examples may include:

- alternative fabrics;
- adapted footwear;
- adjustments for sensory needs;
- adjustments relating to medical equipment;
- adapted fastenings;
- religious headwear;
- changes required because of disability.

Any adjustment will be considered individually.

Parents/carers wishing to request an adjustment should contact the Academy.

5. Hair and Equality

Students' hair should be appropriate for an Academy environment.

Hair must be:

- a natural hair colour;
- clean and appropriately maintained;
- worn safely for practical activities.

Students with long hair may be required to tie it back for:

- PE;
- science practical work;
- technology;
- food preparation;
- other activities where this is necessary for health and safety.

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The Academy will not discriminate against hair texture or hairstyles associated with a student's:

- race;
- ethnicity;
- religion;
- culture.

Hairstyles should not incorporate inappropriate words, symbols, images or designs.

Where a hairstyle raises a concern, the Academy will consider the individual circumstances before taking action.

6. Cost and Affordability

The Academy has a statutory responsibility to give high priority to the cost and affordability of school uniform.

Uniform must not be so expensive that it:

- discourages a family from applying to the Academy;
- creates a barrier to attendance;
- prevents participation in Academy activities;
- places an unreasonable financial burden on families.

The Academy will therefore:

- keep compulsory branded items to a minimum;
- permit generic items wherever possible;
- ensure parents can purchase generic items from a range of retailers;
- consider the cost of the entire uniform, including PE kit;
- avoid unnecessary specialist clothing;
- avoid frequent uniform changes;
- consider durability and value for money;
- provide information about second-hand uniform;
- work sensitively with families experiencing financial difficulty.

7. Compulsory Branded Items

To comply with the statutory limit introduced from September 2026, Caistor Yarborough Academy requires only the following principal branded items:

1. **CYA blazer with Academy badge/logo**

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2. **Academy tie**
3. **CYA PE top**
4. **CYA PE shorts**

These are the Academy's compulsory branded items.

Other uniform and PE items should normally be available generically from a range of retailers.

8. Main Academy Uniform

The following uniform is compulsory unless an individual adjustment has been agreed.

Blazer

Black CYA blazer with green trim and Academy logo.

The blazer should normally be worn throughout the Academy day unless students have been given permission to remove it, for example because of hot weather.

The blazer must not be replaced by:

- a jumper;
- hoodie;
- coat;
- tracksuit top.

Shirt

Plain white traditional school shirt.

The shirt must:

- be appropriately fitted;
- be tucked in;
- have the collar and top button suitable for wearing the Academy tie.

Visible coloured or heavily branded garments should not be worn underneath the shirt.

Tie

Academy tie.

The tie should be worn correctly with the school shirt.

Trousers

Plain black smart tailored school trousers.

Trousers must be:

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- formal school-style trousers;
- black;
- appropriately fitted;
- full length.

The following are not acceptable as school trousers:

- leggings;
- jeans;
- jeggings;
- tracksuit bottoms;
- cargo trousers;
- denim;
- excessively tight/stretchy trousers;
- cropped fashion trousers.

Skirt

Plain black pleated school skirt worn to approximately knee length.

Skirts should be an appropriate school style.

The following are not permitted:

- pencil skirts;
- bodycon/stretch fitted skirts;
- very short skirts.

V-Neck Jumper

A **plain black fine-knit V-neck jumper** may be worn.

This is an **optional** uniform item.

The jumper:

- must be plain black;
- should not display a visible brand/logo;
- must be worn **under the blazer**;
- must not be worn instead of the blazer.

Socks/Tights

Students may wear:

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- plain black socks;
- plain white socks;
- plain black tights.

9. Footwear

Students must wear:

Plain black, polishable school shoes.

Shoes should be:

- smart;
- predominantly plain;
- appropriate for school;
- safe for movement around the Academy.

The following are not permitted as Academy shoes:

- trainers;
- canvas shoes;
- trainer-style shoes;
- sports footwear;
- boots.

Shoes should not display prominent fashion or sports branding.

Where a student requires adapted footwear because of:

- disability;
- SEND;
- injury;
- medical condition,

a reasonable adjustment may be agreed.

10. Coats and Outdoor Clothing

Students may wear an appropriate outdoor coat when travelling to and from the Academy and during social times where appropriate.

There is no required brand of coat.

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Coats must not display:

- offensive imagery;
- discriminatory content;
- inappropriate slogans or language;
- inappropriate badges or symbols.

Hoodies, sweatshirts and tracksuit tops are not substitutes for Academy uniform or an outdoor coat and should not be worn as part of normal Academy uniform.

The Academy will avoid unnecessary restrictions concerning the brand or retailer of coats.

11. Jewellery and Piercings

Students may wear:

- **one pair of small stud earrings;**
- **one wristwatch.**

Other jewellery is not permitted during the Academy day, including:

- rings;
- bracelets;
- necklaces;
- visible body jewellery.

Facial piercings are not permitted, including:

- nose;
- eyebrow;
- lip;
- tongue or other facial piercings.

Jewellery must be removed where required for PE, practical activities or health and safety.

The Academy will consider reasonable adjustments or religious requirements individually.

12. Make-Up, Nails and Eyelashes

Students should present a natural appearance suitable for school.

The following are not permitted:

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- false nails;
- acrylic nails;
- gel extensions;
- brightly coloured nail varnish;
- false eyelashes;
- excessive or conspicuous make-up.

A light, natural application of make-up may be permitted where it is discreet.

Students may be required to remove make-up or nail products which do not comply with the policy.

13. Tattoos

Visible tattoos, including temporary tattoos, are not permitted as part of normal Academy appearance.

Where a permanent tattoo exists, students may be required to cover it where reasonably possible.

Any individual circumstance will be considered appropriately.

14. PE Kit

The Academy aims to keep PE kit simple, practical and affordable.

Compulsory PE item

CYA PE top with Academy logo.

CYA PE shorts with Academy logo (where applicable; students may choose to wear the approved skort or leggings as an alternative).

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PE Bottoms

Students may choose an appropriate **plain black** option from:

- sports shorts;
- PE leggings;
- skort;
- tracksuit bottoms where appropriate for the activity.

These items may be purchased generically from a range of retailers.

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PE shorts should:

- be an appropriate sports length;
- provide suitable coverage;
- be suitable for physical activity.

Leggings must:

- be plain black;
- be appropriate sports leggings;
- be opaque/non-see-through.

Extremely short compression-style shorts, including Nike Pro-style shorts where they do not provide appropriate coverage, are not permitted.

Footwear

Students should wear suitable sports trainers.

Appropriate sports boots may be required for particular activities.

PE trainers do not need to be black.

Additional PE Items

Depending upon the activity, students may also use:

- black sports socks;
- white sports socks;
- shin pads;
- gum shield;
- suitable sports boots.

Shin pads and gum shields are strongly recommended/required where appropriate to the activity and relevant safety requirements.

Optional PE Items

The Academy may offer optional CYA-branded items such as:

- long-sleeved sports tops;
- reversible sports tops;
- hoodies;
- tracksuit items.

Where such items are optional, students will **not be required to purchase the branded version** in order to participate in PE.

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A suitable generic alternative will be permitted where an additional garment is required.

No student will be excluded from PE because their family cannot afford optional branded sportswear.

15. PE – Health and Safety

Students must wear appropriate clothing and footwear to participate safely in physical education.

Long hair must be tied back where required.

Jewellery must be removed in accordance with PE health and safety requirements.

Students must follow staff instructions relating to protective equipment.

Reasonable adjustments will be made for students with:

- SEND;
- disability;
- medical conditions;
- religious requirements.

16. Summer Uniform – From 2027

From **after the May half-term 2027**, the Academy will introduce an additional summer uniform option.

Students may wear:

Tailored Black Shorts

Plain black **tailored school shorts** may be worn.

Shorts must:

- be a smart school style;
- be an appropriate length;
- not be sports shorts;
- not be cycling shorts;
- not be leggings-style shorts;
- not be denim;
- not be excessively tight-fitting.

The standard Academy pleated skirt (to the knee) or trousers may continue to be worn.

The plain white Academy shirt remains part of the summer uniform.

The Academy will communicate any temporary adjustments regarding blazers and ties during periods of hot weather.

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Summer-uniform items do **not** need to be branded and may be purchased from a range of retailers.

17. Hot Weather

During exceptionally hot weather, the Academy may temporarily amend uniform expectations.

This may include permission to:

- remove blazers;
- remove ties;
- wear agreed summer-uniform items;
- follow other temporary arrangements communicated by the Academy.

Any temporary adjustment will be clearly communicated to students and parents/carers.

Students should not make individual changes to Academy uniform unless permission has been given.

18. Religious and Cultural Dress

The Academy respects students' rights to manifest their religion or belief.

Religious clothing and symbols will be accommodated where reasonably possible.

This may include:

- headscarves;
- religious head coverings;
- religious jewellery or artefacts;
- requirements relating to modest dress.

The Academy may impose proportionate restrictions where necessary for:

- safeguarding;
- security;
- health and safety;
- participation in particular practical activities.

Parents/carers are encouraged to discuss individual requirements with the Academy.

19. SEND, Disability and Medical Needs

The Academy recognises that standard uniform requirements may create difficulties for some students.

Reasonable adjustments may include:

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- different fabrics;
- alternative trousers;
- adapted shoes;
- alternative fastenings;
- sensory-friendly clothing;
- adjustments relating to medical equipment;
- adaptations for physical disability.

Adjustments will be determined individually and should not result in a child being unnecessarily disadvantaged or excluded from education.

20. Financial Hardship

Where a student does not have the correct uniform, staff should consider **why** before assuming deliberate non-compliance.

Where financial hardship is suspected, the Academy will take a considerate and supportive approach.

Support may include:

- second-hand uniform;
- temporary loan items;
- discussion with parents/carers;
- other support available through the Academy or local services.

A student should **not miss classroom education solely because their family cannot afford the required uniform.**

Financial hardship and deliberate refusal to comply with Academy expectations will be treated differently.

21. Second-Hand Uniform

The Academy is committed to ensuring that second-hand uniform is accessible to families.

The Academy will:

- accept appropriate uniform donations where possible;
- make available second-hand items where stock permits;
- provide families with information about obtaining second-hand uniform;
- publish second-hand uniform information on the Academy website;
- enable families to enquire discreetly about available support.

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Families may also purchase appropriate second-hand uniform independently.

Availability may vary according to donated stock.

Parents/carers can contact the Academy regarding second-hand uniform through:

enquiries@cyac.org.uk

01472 851383

22. Purchasing Uniform

Compulsory Academy-branded items are available through the Academy's approved uniform supplier.

Generic uniform items may be purchased from:

- supermarkets;
- high-street retailers;
- online retailers;
- second-hand retailers;
- other suitable suppliers.

The Academy does not require generic items to be purchased from a particular retailer.

Current supplier and purchasing information will be published on the Academy website.

23. Responsibilities of Students

Students are expected to:

- attend the Academy in correct uniform;
- wear uniform appropriately throughout the day;
- take reasonable care of their uniform;
- bring the required PE kit;
- follow reasonable staff instructions regarding uniform;
- communicate with staff where there is a genuine difficulty.

Uniform expectations normally apply:

- on Academy premises;
- travelling to and from the Academy;
- on Academy visits where uniform is required;

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- when representing the Academy.

24. Responsibilities of Parents and Carers

Parents/carers are asked to:

- ensure their child has the required uniform;
- ensure items are clean and in reasonable condition;
- clearly label items where possible;
- contact the Academy where they experience difficulty obtaining uniform;
- contact the Academy regarding financial hardship;
- request reasonable adjustments where required;
- work constructively with the Academy where uniform concerns arise.

Parents/carers do not need to wait until a uniform issue becomes serious before asking for support.

25. Responsibilities of Staff

All staff will promote high standards of uniform consistently.

Staff should:

- model high expectations;
- challenge uniform concerns;
- distinguish between deliberate non-compliance and genuine barriers;
- respond sensitively where financial hardship may be involved;
- make appropriate allowances where an agreed reasonable adjustment exists;
- avoid publicly humiliating a student about their appearance;
- escalate repeated concerns in accordance with Academy procedures.

Tutors will play an important role in checking uniform and addressing concerns early.

26. Responding to Uniform Breaches

Where a student does not meet the Academy's uniform expectations, staff will normally:

1. identify the concern;
2. give the student an opportunity to correct it where possible;
3. provide a temporary solution where appropriate;

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4. establish whether there is a genuine barrier;
5. make appropriate parental contact where necessary;
6. use the Behaviour Policy where non-compliance is deliberate or persistent.

Possible responses may include:

- asking a student to correct their uniform;
- removal of an inappropriate item;
- providing a temporary uniform item;
- parental contact;
- an appropriate behaviour consequence.

Any consequence will be reasonable and proportionate.

27. Uniform, Behaviour and Attendance

Uniform expectations form part of the Academy's wider Behaviour Policy.

However, uniform should not create an unnecessary barrier to attendance.

Where a student arrives in incorrect uniform, the Academy's priority will ordinarily be to:
get the student into appropriate uniform and into education.

Where a problem relates to:

- affordability;
- SEND;
- disability;
- medical needs;
- family circumstances,

support and reasonable adjustment will be considered.

Repeated deliberate refusal to comply may be dealt with under the Behaviour Policy.

28. Safeguarding

Uniform and appearance concerns may occasionally provide information about a child's welfare.

Staff should remain alert where concerns include:

- repeatedly dirty clothing;
- inadequate clothing for weather;

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- unexplained loss of uniform;
- sudden deterioration in presentation;
- lack of access to basic clothing;
- injuries or marks noticed during uniform discussions;
- a significant unexplained change in appearance;
- possible neglect.

Where a uniform concern raises a safeguarding issue, the Academy's Child Protection and Safeguarding Policy must be followed and the concern recorded/reported appropriately.

29. Non-Uniform Days

Where the Academy holds a non-uniform day:

- participation will not depend upon making a financial contribution;
- clothing must remain appropriate for an educational environment;
- clothing must not display offensive, discriminatory or inappropriate images, slogans or symbols;
- expectations will be communicated in advance where appropriate.

The Academy will consider the potential financial impact of themed or costume-based events on families.

30. Consultation and Changes to Uniform

The Academy will avoid unnecessary or frequent changes to its uniform.

Where significant changes are proposed, the Academy will consider:

- the views of parents/carers;
- the views of students;
- cost;
- equality;
- availability;
- durability;
- sustainability;
- existing uniform which families already own.

Where changes are introduced, reasonable transition arrangements will be considered to minimise unnecessary cost.

31. Uniform Suppliers

When managing uniform supply arrangements, Trustees will give high priority to:

- affordability;
- value for money;
- quality;
- durability;
- sustainability;
- accessibility.

Where branded items are supplied through an appointed supplier, appropriate procurement and contractual arrangements will be maintained.

Single-supplier arrangements will only be used where appropriate and will be reviewed/re-tendered in accordance with statutory guidance.

32. Complaints

Concerns or complaints regarding uniform should initially be raised with the Academy.

The Academy will seek to resolve concerns reasonably and constructively.

Formal complaints will be managed under the Academy's Complaints Policy.

Requests relating to equality or reasonable adjustments will be considered individually rather than treated simply as complaints about uniform.

33. Trustee Oversight

Trustees will ensure that the Uniform Policy:

- meets statutory requirements;
- complies with the branded-item limit;
- prioritises affordability;
- reflects equality duties;
- is implemented fairly;
- provides reasonable flexibility;
- supports safeguarding and health and safety;
- takes appropriate account of parent and student views;
- includes appropriate second-hand arrangements.

34. Monitoring and Review

The Academy will review this policy at least annually.

The policy will also be reviewed where:

- statutory uniform guidance changes;
- legislation changes;
- uniform requirements change;
- supplier arrangements change;
- significant equality concerns arise.