

Roseberry Academy

School Uniform Policy



Policy owner	Principal
Approved by	Academy Improvement Committee
Date approved	September 2026
Review cycle	Every three years, or earlier if guidance changes
Next review	September 2029

Policy statement

At Roseberry Academy, we expect pupils to wear the agreed school uniform and ask parents and carers to support this. Uniform helps to bring our children together, promotes pride and belonging, supports equality, and prepares pupils for the expectations of secondary school and later life.

1. Purpose and aims

This policy sets out Roseberry Academy's expectations for school uniform and PE uniform. It aims to ensure that our arrangements:

- promote a strong sense of identity, community and pride in our academy;
- are practical, smart, safe and suitable for learning and physical activity;
- support equality and inclusion, while allowing appropriate individual adjustments;
- are affordable, accessible and offer good value for money;
- reduce pressure on children to wear fashionable or expensive clothing;
- are clear and straightforward for pupils, parents, carers and staff.

2. Principles

Roseberry Academy will apply this policy consistently, proportionately and sensitively. The academy will have regard to the Department for Education's statutory guidance on the cost of school uniforms and comply with its duties under the Equality Act 2010 and Human Rights Act 1998. The comfort, dignity, safety and inclusion of pupils will remain central to decisions about uniform.

3. Affordability, branded items and sustainability

Branded Items

Roseberry Academy does not require any branded uniform items. Optional items featuring the academy logo are available for families who wish to purchase them, but equivalent plain items in the correct colours are fully acceptable.

Supplier Arrangements

Parents and carers may purchase all non-branded items from any retailer provided that they meet the colour and style requirements outlined in this policy. Optional logo items are available from Motif8 for families who wish to purchase them. Families are not required to use the named supplier.

Second-Hand Uniform

Roseberry Academy is committed to ensuring that school uniform remains affordable for all families. The academy will maintain arrangements for families to donate and access good-quality pre-loved uniform. This is available through the school office. Families may enquire discreetly by telephoning or emailing the academy. No payment is required to access donated items.

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Affordability and support

No pupil will be excluded from education or a school activity because a family is experiencing difficulty meeting the cost of uniform. Parents and carers are encouraged to contact the school office in confidence if support is needed.

Sustainability and value for money

The academy will consider durability, quality and sustainability when reviewing uniform requirements and supplier arrangements, ensuring that items provide good value for money and can be worn for an appropriate period of time. The academy will avoid unnecessary or frequent changes to uniform requirements.

4. Everyday school uniform

The academy's everyday uniform consists of the following items. Pupils are expected to wear an appropriate combination of these items.

Item	Required colour/style	Notes
Lower half	Black trousers, skirt or pinafore dress	Smart, practical school wear.
Polo shirt	White or jade green	Plain or optional academy-branded item.
Sweatshirt or jumper	Jade green	Plain or optional academy-branded item.
Footwear	Black, sensible school shoes	Shoes should be safe, secure and suitable for daily school activities.
Socks or tights	Black	Plain.
Summer options	Green checked dress; or black tailored school shorts	Optional. Shorts must be tailored school shorts, not sports shorts.
Hair accessories	Jade green, black or white	Simple and practical for school.

5. PE uniform

Pupils should come to school wearing their PE uniform on their allocated PE days. The PE uniform consists of the following items:

- plain black bottoms: plain black jogging bottoms, tracksuit bottoms, opaque leggings or sports shorts, without prominent commercial branding
- a jade green PE T-shirt, either plain or with the optional academy logo;
- a black PE hoodie, either plain or with the optional academy logo;
- black trainers suitable for physical activity.

Additional specialist clothing or footwear may be requested for particular activities where this is necessary for safety. The academy will consider cost and will communicate any requirement in advance.

6. Jewellery, watches, make-up and nails

Jewellery

Rings, necklaces and bracelets should not be worn in school. Jewellery may be permitted where required for a medical or religious reason. Any adjustment will be considered with the family and, where appropriate, supported by a risk assessment.

Earrings

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Children in Early Years should not wear earrings or ear studs in school.

Children in Key Stages 1 and 2 may wear one pair of small, plain stud earrings.

For PE and swimming, earrings must be removed. Pupils must be able to remove their own earrings; otherwise, parents or carers should remove them before school. A pupil who cannot safely remove earrings may be unable to take part in the practical element of the lesson.

Watches

Pupils may wear a watch. Smart watches, or watches linked to mobile phones or capable of communication, should not be worn in school.

Make-up, cosmetics and nails

Make-up and cosmetics are not appropriate for school and should not be worn. Nail varnish, gel nails and false nails should not be worn.

7. Hair and appearance

Hair should be clean, tidy and arranged so that it does not obstruct learning or create a health and safety risk. Long hair should be tied back for PE, practical lessons and where otherwise required for safety. The academy will not discriminate on the basis of hair texture or protective hairstyles associated with race, culture or religion. Any restrictions will be based on genuine health, safety or learning considerations and applied proportionately.

8. Labelling and lost property

All items of uniform, PE kit, footwear, coats and bags should be clearly labelled with the child's name. Named items can be returned more quickly if they are misplaced. Unclaimed lost property will be managed in line with the academy's published arrangements.

9. Equality, inclusion and reasonable adjustments

The academy welcomes requests to adapt the uniform requirements where this is needed because of disability, sensory need, medical condition, religion, belief, culture or another protected characteristic. Requests will be considered individually, respectfully and in discussion with the pupil and family. The academy will seek a practical solution that maintains inclusion, dignity and safety without placing families at an unreasonable disadvantage.

10. Roles and responsibilities

The Enquire Learning Trust Board is the governing board for the purposes of statutory school uniform requirements. In accordance with the Trust's Scheme of Delegation, the Academy Improvement Committee will monitor the local implementation, affordability and impact of this policy.

Academy Improvement Committee (AIC)

The Academy Improvement Committee supports the Trust Board by monitoring the local implementation of this policy and ensuring that the academy's uniform arrangements continue to reflect statutory guidance and remain affordable and accessible for all families.

The Principal and staff

- communicate uniform expectations clearly and apply them fairly;
- model a respectful and non-discriminatory approach;
- consider individual circumstances and adjustments; and
- work with families to resolve concerns supportively.

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Parents and carers

- support their child to attend in the correct uniform and PE kit;
- label all items clearly;
- raise any affordability, medical, sensory, religious or other concerns with the academy as early as possible;
- support pupils to follow the jewellery and safety requirements.

Pupils

- wear their uniform with pride;
- look after their clothing and belongings;
- follow staff instructions relating to safety, jewellery and PE.

11. Supporting pupils where uniform expectations are not met

Staff will respond discreetly and sensitively when a pupil is not wearing the expected uniform. The first priority will be to understand the reason and offer support. The academy will work with parents and carers to resolve repeated concerns and will consider affordability, availability, SEND, medical needs, religion, culture and other individual circumstances before taking any further action. Any response will be reasonable, proportionate and consistent with the academy's behaviour policy. A pupil will not be denied education solely because of an issue with uniform.

12. Supplier and further information

Optional logo uniform can be ordered from [Motif8](#). Parents and carers may buy plain items that meet the colour and style requirements from any retailer.

The current uniform list and practical information are available on the [Roseberry Academy school uniform webpage](#).

13. Monitoring and review

The Principal will keep the operation of this policy under review. When developing or making significant changes to this policy, the academy will engage with pupils, parents and carers, including specifically on cost and affordability. The Academy Improvement Committee will review the policy by September 2029, or earlier if there is a change in legislation, statutory guidance, local circumstances or uniform arrangements.

14. Concerns and complaints

Parents and carers are encouraged to raise any concern about uniform requirements, affordability or individual adjustments with the Principal in the first instance. If a concern cannot be resolved informally, it may be considered through the academy's published Concerns and Complaints Policy.

Related legislation and guidance

[Department for Education: Cost of school uniforms - statutory guidance](#)

[Department for Education: School uniforms - guidance for schools](#)

[Education \(Guidance about Costs of School Uniforms\) Act 2021](#)

[Equality Act 2010](#)

[Human Rights Act 1998](#)