

Three Counties Academy Trust



School Uniform Policy

#GN3

Last amended 19th June 2026 (v1.1)

Policy lifespan: 3 years. Subject to annual compliance check. Next full review 19th May 2029.

Version history

Date	Version	Details	Actioned by	PDF to Websites	Word to Governor Hub
20.05.26	1.0	Creation of document. Formatted to house style and checked against model for updates	MF	✓	✓
19.06.26	1.1	Trustee, Local Governor and Staff Summary, and Parent Summary added	MF	✓	✓

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Policy Abbreviations and Acronyms

CFO	Chief Financial Officer
DfE	Department for Education
LAC	Looked After Child
LGB	Local Governing Body
LGBTQ+	Lesbian, Gay, Bisexual, Transgender and Related identities
PE	Physical Education
PLAC	Previously Looked After Child
SEND	Special Educational Needs and Disabilities
TCAT	Three Counties Academy Trust
UK GDPR	United Kingdom General Data Protection Regulation

NB. Where the term “parent” or “parents” is used this includes those who act as carers or have parental responsibility.

Statement of intent

Each Three Counties Academy Trust (TCAT) school operates under this policy but sets their own uniform requirements. Where the policy is binding across TCAT schools, individual requirements for uniform at a TCAT school referenced in this policy can be found within the specific school websites.

Should it not be possible to locate an individual TCAT school's uniform requirements from their website, please contact the school directly in the first instance, or if necessary, contact TCAT directly who will ensure a copy is made available.

TCAT believes that a consistent school uniform policy is vital for:

- Promoting the ethos of a school
- Providing a sense of belonging and identity
- Setting an appropriate tone for education

For the purposes of this policy, “**uniform**” includes the following elements of pupils' appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform
- Hairstyles and headwear
- Jewellery and other accessories
- Cosmetics such as makeup, nail polish and nail and eyelash extensions

This policy lays out the measures TCAT and our schools have taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable, and provides the best value for money for both the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education.

In writing and updating this policy, TCAT and our schools will:

- Engage with parents and pupils

- Consider how this policy might affect groups represented in any TCAT school, especially those who share protected characteristics as defined by the Equality Act 2010
- Consider how comfortable the uniform will be for pupils
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather
- Ensure that the uniform is suitable and safe for pupils who walk or cycle to school
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable
- Ensure the policy is easy to access and understand

Trustee, Local Governor and Staff Summary

Purpose and Rationale

- Promotes school ethos, identity and an appropriate tone for education
- Defines 'uniform' broadly (clothing, PE kit, hairstyles, jewellery, cosmetics)
- Ensures consistency across TCAT with school-level flexibility
- Supports comfort, belonging and readiness to learn

Governance and Accountability

- Trust Board / LGB: Ensure policy is inclusive, affordable, legally compliant and reflects community views
- Ensure best value for money and compliance with DfE guidance on uniform costs
- Ratify policy changes and oversee implementation
- Monitor equality impact and stakeholder engagement

Leadership and Operational Delivery

- Headteachers/Heads of School: Enforce policy day-to-day and manage exemptions
- Provide guidance and ensure staff consistency
- Engage with parents and recommend changes to LGB
- Staff: Apply policy consistently and reinforce expectations
- Parents and pupils: Maintain standards and communicate issues

Cost and Value Principles

- Uniform must be affordable for all families
- Minimise branded items (max limits in primary/secondary)
- Promote generic alternatives and avoid exclusive suppliers
- Provide second-hand uniform and assistance schemes

- Whole-cost approach (not individual item cost only)

Equality and Inclusion

- Complies with Equality Act 2010 and avoids discrimination
- Gender-neutral uniform approach
- Flexibility for religion, culture, race and protected characteristics
- Adjustments for SEND, medical needs and sensory requirements
- Case-by-case consideration of requests and complaints

Compliance and Behaviour

- Proportionate and fair enforcement
- Consider financial hardship before sanction
- Behaviour policy used where necessary
- Parents informed of breaches in all cases
- Limited use of sending pupils home (secondary only, controlled conditions)

Uniform Expectations

- School-specific requirements published locally
- Clear expectations on jewellery, bags, hairstyles and cosmetics
- Weather-appropriate adjustments permitted
- Labelling required to reduce lost property issues

Support for Families

- Uniform assistance available (vouchers or direct provision)
- Second-hand uniform promoted and accessible
- Clear routes for families to request support or exemptions
- Community contribution and donation encouraged

Monitoring and Review

- 3-year policy cycle with annual compliance checks
- Trust Board ratification required for changes
- LGBs monitor local implementation and value for money

Parent Summary

Why we have a uniform

- Helps create a sense of belonging and school identity
- Supports a calm, focused environment for learning
- Ensures pupils are dressed appropriately for school activities
- Promotes equality and reduces pressure to wear expensive clothing

What the policy covers

- School uniform (including PE kit)
- Hairstyles, jewellery and accessories
- Make-up and cosmetics
- Non-uniform days and expectations for clothing

What you need to know

- Each school publishes its own specific uniform requirements
- Most items will be standard and easy to purchase
- Branded items are kept to a minimum
- Second-hand uniform is available in many schools

Keeping costs down

- Schools keep uniform affordable and review costs regularly
- Generic alternatives are allowed wherever possible
- Multiple suppliers may be used to ensure good value
- Support is available if families need help with costs

Equality and inclusion

- Uniform is designed to be inclusive for all pupils
- Flexibility is given for religion, culture and beliefs
- Adjustments can be made for medical needs or SEND
- A gender-neutral approach allows pupils to choose suitable items

If your child cannot meet requirements

- Please contact the school as soon as possible
- Schools will consider individual circumstances
- Support may include uniform assistance or temporary adjustments
- Financial hardship will always be treated sensitively

Expectations for pupils

- Wear the correct uniform every day unless agreed otherwise
- Keep uniform clean, safe and clearly labelled
- Follow school rules on jewellery, hairstyles and presentation
- Understand why uniform is important for the school community

How schools deal with issues

- A fair and proportionate approach is taken
- Parents will be informed of any concerns
- Schools aim to resolve issues quickly and supportively
- Behaviour policies may be used if needed, but support comes first

Further support and information

- Contact your school office for uniform guidance

- Ask about second-hand uniform options
- Applications can be made for uniform assistance where eligible
- Full policy is available via the school or TCAT website

Legal framework

This policy has due regard to all relevant legislation and statutory guidance and good practice including, but not limited to, the following:

- [Human Rights Act 1998](#)
- [Education and Inspections Act 2006](#)
- [Equality Act 2010](#)
- [Education Act 2011](#)
- [The UK General Data Protection Regulation \(UK GDPR\)](#)
- [Data Protection Act 2018](#)
- [Education \(Guidance about Costs of School Uniforms\) Act 2021](#)
- [DfE 'Cost of school uniforms'](#)
- [DfE 'School Admissions Code'](#)
- [DfE 'Developing school uniform policy'](#)
- [Equality and Human Rights Commission 'Preventing hair discrimination in schools'](#)

Where legislation has been passed or updated during the shelf life of this policy, we will always apply the latest version available.

This policy operates in conjunction with the following policies and documents:

- Adverse Weather Plans
- Behaviour Policy
- Tendering and Procurement Policy (FI8)
- Adverse Weather Policy (GN4)
- Lost Property and Liability Policy (GN6)
- Complaints Policy and Procedures (GN9)
- Pupil Equality, Equity, Diversity and Inclusion Policy (GN19)
- Head-Lice Policy (HS12)
- Sun Safety and High Temperatures Policy (HS14)
- Child Protection and Safeguarding Policy and Procedures (SG1)

- LGBTQ+ Policy (SG18)
- Environmental Sustainability Policy (ST1)

Central TCAT policies have the policy number identified, e.g. “SG1”. Where no policy number is identified this indicates the policy is a school specific policy available from an individual TCAT school’s website. Where there is no policy number indicated but the document begins with “TCAT”, then this indicates the document can be located on the TCAT website or be made available from TCAT Central Office.

Roles and responsibilities

The Trust Board, and where delegated, Local Governing Bodies are responsible for:

- Establishing, in consultation with Headteacher/Heads of School and the school community, a practical and smart school uniform that accurately reflects each TCAT school’s vision and values
- Ensuring that each school’s uniform is accessible, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to any TCAT school’s uniform
- Ensuring that each TCAT school’s uniform is appropriate, practical, accessible and affordable for all pupils
- Demonstrating in this policy how best value for money has been achieved
- Ensuring compliance with the DfE’s [‘Cost of school uniforms’](#) guidance
- Processing and approving all eligible School Uniform Assistance Application Forms
- Ensuring compliance with obligations under the Human Rights Act 1998 and the Equality Act 2010

Headteachers/Heads of School are responsible for:

- Enforcing their school’s uniform rules on a day-to-day basis and in so doing, working in line with the principles of this policy
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy
- Listening to the opinions and wishes of the school community in regard to their school’s uniform and making appropriate recommendations to their Local Governing Body
- Providing pupils with an exemption or amendment letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy and their schools requirements at all times
- Where appropriate to their role, disciplining pupils who are in breach of this policy
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity

Parents are responsible for:

- Providing their children with the correct school uniform as designated by their school
- Informing their Headteacher/Head of School if their child requires an amendment or an exemption to the uniform rules, with a reason why e.g. due to their child's protected characteristic, due to the cost of the uniform
- Ensuring that their child's uniform is clean, presentable and the correct size

Pupils are responsible for:

- Wearing the correct uniform at all times, unless their Headteacher/Head of School has granted an exemption or an amendment
- Looking after their uniform as appropriate
- Understanding and respecting why a school uniform is important to their school, e.g. school identity and community

Cost principles

TCAT and our schools will develop uniform policy in relation to the following starting principles:

- Each school will seek to ensure that the uniform is affordable. In so doing, the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school
- The use of branded uniform items will be minimised in accordance with the branded items section of this policy
- Each school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment. Where possible this will be negotiated centrally by the CFO
- Each school will seek to ensure that second-hand uniforms are available for parents to acquire. Information on second hand uniforms and when they will be available to be purchased or distributed will be published on the school's website or on the [Three Counties Academy Trust Second Hand Shop Facebook Group](#)

Principles in practice

In accordance with the 'School Admissions Code', TCAT Headteachers/Heads of School will ensure that their school's uniform requirements do not discourage parents from applying for a place for their child.

Each school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, each school will take into account the opinions and situations of:

- Economically disadvantaged parents
- Parents with multiple children who are, or will be in the future, pupils at the school
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently
- Parents of pupils with protected characteristics that may impact their ability to access the uniform
- LAC and PLAC

Each school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day or where spare items are likely or be needed.

Each school will keep variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum to ensure that pupils can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

Each school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

Each school will, where possible, work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. Each school will endeavour not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

Our schools will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

The above consideration to cost will also apply to each school's PE kit, as no pupil should feel unable to fully participate in PE or represent their class or the school because the PE kit is too expensive.

Branded items

In our primary settings, as of September 2026, our schools will limit their branded items of uniform and PE kit to three or fewer

In our secondary setting, as of September 2026, the school will limit its branded items of uniform and PE kit to four or fewer, if one is a tie

Each school will confirm with parents and pupils which branded uniforms will be compulsory within the above limit and the specification of other optional branded items. All branded items, whether compulsory or optional, will be kept to a minimum and generic alternatives will be permitted.

Parents will be informed of any requirements for generic alternatives of non-branded uniform, e.g. the colour, shade, fabric or fit, so that these items can be purchased appropriately.

A branded item will be deemed compulsory if a pupil is required to have or wear the item:

- For general use at the school
- To travel to or from the school
- To take part in any lesson, club or activity facilitated by the school

The limit on branded items will apply to any branded bags, and any items required only at particular times of the year, e.g. summer uniform.

Where pupils are able to choose between different branded items, e.g. being able to choose between wearing a branded skirt or branded trousers, this will only count as one item as the pupil is only required to have one of those items.

Different branded uniforms may be adopted for different key stages; however, each school will consider cost implications for parents in doing so.

When making decisions about compulsory branded items, each school will consider how it can maintain the benefits of a branded item while also keeping costs low. This may involve using sew-on or iron-on labels or limited branded items to longer-lasting items such as ties, rather than items that need to be purchased more frequently or in larger quantities, e.g. shirts.

Sew-on or iron-on logos applied to uniform items will be considered branded items and included within that school's prescribed limit of compulsory branded items.

All loaned or gifted branded items will be captured within the limit if they are required to be worn. Additional branded items may be loaned, given out, or made available for sale by a TCAT school; however, wearing such items will be optional.

Where optional branded items are made available, wearing an equivalent unbranded version of that item will also be permitted.

Generic unbranded items worn by pupils will still need to meet the requirements of this policy and should be fit for purpose.

For sporting activities and competitions, pupils will not be required to wear branded items to take part in an activity, unless these items count towards the limit on branded items. The school may give out free additional branded items for use at sporting competitions and events.

If a pupil is unable to wear a loaned branded item, e.g. for a medical or health reason, the school will allow them to wear a suitable alternative.

Equality principles

TCAT and our schools takes our legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, each TCAT school will aim to ensure that its uniform requirement is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The relevant protected characteristics are:

- Sex
- Sexual orientation
- Religion or belief
- Race (including colour, nationality, ethnic or national origin)
- Disability
- Gender reassignment
- Pregnancy

Each school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender or non-binary
- Are of a religious or cultural background that has specific dress requirements
- Have SEND and/or sensory needs

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the Headteacher/Head of School and appropriate Local Governing Body, and always in accordance with TCAT's Complaints Policy and Procedure.

If a requirement will affect a group with certain characteristics more than others, the school will:

- Carefully consider whether the requirement is the best way to achieve aims
- Think about what mitigations could be put in place
- Ensure that the requirement is justified and a proportionate means of achieving a legitimate aim to be lawful
- Allow for flexibility to enable necessary exceptions

Information on how TCAT and our schools ensure our uniform policy and requirements does not discriminate against pupils with specific protected characteristics is outlined below.

Gender

To avoid disproportionately impacting pupils of a certain gender, each school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the 'Cost principles' section of this policy
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate

- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender

TCAT schools implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils will be supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, each school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within that school's uniform requirements.

Each school will endeavour to meet all requests for amendments to the uniform for these purposes; however, it is important that school requirements and this policy are not compromised, such as school safety or discipline.

Race

To avoid disproportionately impacting pupils of a certain race, each school will ensure that its uniform requirements does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps

Our schools will follow the good practice guidance provided by the Equality and Human Rights Commission on '[Preventing hair discrimination in schools](#)'.

SEND and medical conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, each school will ensure its uniform requirements takes into account the needs of these pupils. This includes:

- What flexibilities, adaptations, adjustments or alternatives might mitigate any negative impact on these pupils
- Adopting a more comfortable or less restrictive uniform
- Determining a more flexible policy that allows pupils to choose from a range of items, so they feel more comfortable

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

Each TCAT school will ensure that it works with a supplier that acts in accordance with TCAT's and the school's values and principles on equality and inclusion.

Complaints and challenges

TCAT and our schools will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with TCAT's Complaints Policy and Procedure.

Each school will refer individuals who wish to complain to the Complaints Policy and Procedure and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

Where the subject of a complaint relates to a pupil's protected characteristic, the Trust Board in consultation with Local Governing Bodies will carefully consider requests to vary this policy.

TCAT and each school will agree a procedure with its uniform supplier to deal with complaints about the supply and quality of uniforms.

In considering a complaint, parents should be aware that teachers can sanction pupils for breaching their school's rules on appearance or uniform. TCAT will expect this to be carried out in accordance with that school's published Behaviour Policy. The school will aim to deal with pupil non-compliance in a proportionate and fair way.

School uniform supplier

TCAT school's may use a range of different suppliers as appropriate as long as those suppliers meet the requirements of this policy and appropriate legislation.

The school uniform supplier will accept school uniform assistance vouchers.

The CFO will ensure that a written contract is in place with the supplier for branded items. TCAT will retender the uniform contract for TCAT schools, whether changes to the uniform are made or not, in line with TCAT's Tendering and Procurement Policy.

Local Governing Bodies will be able to demonstrate how uniform is procured at the best value for money. Headteachers/Heads of School will work to ensure that the items designated by their school requirements are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs. Any savings negotiated with suppliers will be passed on to parents.

TCAT schools will not sign contracts with suppliers before requesting visualisations and samples of proposed uniform, and in any event not without the full involvement of the CFO in ensuring value for money.

Finding and consulting suppliers

If TCAT or one of our schools is considering changing suppliers and seeks a list of available suppliers, it will consider the following options:

- Consulting an industry body, e.g. Schoolwear Association
- Researching local suppliers
- Consulting with other schools and networks
- Having informal discussions with potential suppliers to help determine the school's own needs

If TCAT and the school prepares to request bids from potential suppliers, it will consider the following elements:

- What products parents will need
- Existing contractual commitments
- Length of tender process

TCAT and the school will consider the environmental impact and sustainability of the uniform and how they are sourced.

Template documents

TCAT and our schools will use the DfE's '[Procuring uniform supplies](#)' template documents to ensure that they undergo the procurement process correctly. The templates consist of an invitation to tender, a request for quotation, and a pricing schedule.

TCAT will use the invitation to tender template to ask questions of suppliers. TCAT and our schools will then use the pricing schedule to ask suppliers to submit their prices. Full instructions on how to use the templates are included in each of the documents.

Uniform assistance

TCAT and our schools will support disadvantaged families in meeting some of the costs of uniforms. School uniform assistance may be provided via a voucher that can be spent on school clothing, or through uniforms being procured on their behalf.

For parents to claim school uniform assistance, their children should be eligible as a disadvantaged pupil. Eligibility will be determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil.

Families who meet the criteria will be asked to submit a written request for such assistance and return it to their school office.

TCAT schools will hold second-hand school uniforms where they have them available for parents to access; information on accessing second-hand school uniforms will be made available on the school website. Parents are encouraged to join the [Three Counties Academy Trust Second Hand Facebook Group](#) for further assistance.

Each TCAT school will consider how pupils will be supported where they do not have the correct uniform, including who will be the point of contact for families and pupils who need support with uniform.

Parents will be invited to donate their child's uniform when they no longer need it.

Non-compliance

Before taking disciplinary action, our schools will consider any reasons for non-compliance that may be outside of the pupil's control.

A considerate approach will be used to resolve any situations where it is suspected that financial hardship may be the reason a pupil has not complied with this policy.

Staff will be permitted to discipline pupils for breaching this policy, where relevant to their role, in accordance with their school's Behaviour Policy. In cases where it is suspected that financial hardship has resulted in a pupil not complying with a school's published uniform requirements, the school will be mindful and considerate to this situation.

Only in our secondary settings, the Headteacher/Head of School, or a person authorised by them, will be permitted to ask a pupil to briefly go home to remedy breaches to the school's uniform requirements, if a parent is not available to bring the required items to school. When deciding whether to allow a pupil to return home, the member of staff will consider the pupil's age and vulnerability, the length of time it will take, and the availability of the pupil's parents. A parent will always be contacted before sending the pupil home – if contact with the pupil's parent cannot be made, the pupil will remain in school.

Where a pupil has been sent home to rectify uniform breaches, the absence will be recorded as 'authorised'. If a pupil repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence will be recorded as 'unauthorised'.

Parents will be notified of pupils' breaches of school uniform in all cases.

School uniform

Clothing

The school uniform, including that required for PE, is as set out by each individual TCAT school on their website and as determined by the Headteacher/Head of School and Local Governing Body following stakeholder consultation.

Jewellery

Each school's rules on jewellery is as set out by each individual TCAT school on their website and as determined by the Headteacher/Head of School and Local Governing Body following stakeholder consultation

Pupils will be advised that jewellery is their personal responsibility and not that of TCAT or their school. Lost or damaged items will not be refunded. All permitted jewellery must be removed as directed during practical lessons, including PE lessons and science experiments.

Bags

Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It must hold workbooks comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases will not be permitted.

Each school will discourage pupils from bringing valuable bags to school. TCAT and our schools will not be liable for lost or damaged school bags.

Hairstyles and headwear

Each TCAT school reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for that school environment; however, each school will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account by their Headteacher/Head of School where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via TCAT's Complaints Policy and Procedure.

Pupils with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE. Some settings may make similar requirements as part of their enforcement of TCAT's Head-Lice Policy.

Makeup and cosmetics

The school rules on makeup and cosmetics is as set out by each individual TCAT school on their website and as determined by the Headteacher/Head of School and Local Governing Body following stakeholder consultation. Pupils wearing excessive makeup as decided by the Headteacher/Head of School will be required to remove it. Refusal to do so may constitute a breach of the school's Behaviour Policy and be subject to sanction in line with that policy.

Adverse weather

All pupils will be advised to wear weather-appropriate clothing.

For hot temperatures, this may include wearing:

- Tops that cover the shoulder area
- Sunglasses with UV protection when outside

Pupils will be advised not to wear any jumpers or blazers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing will be advised to stay in an area protected from the sun, or spare clothing is provided.

For cold temperatures, this may include wearing:

- Scarfs, gloves, coats and hats when outside
- Warm jumpers
- Trousers, or skirts and thick tights

Labelling and lost property

Parents will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be retained in line with school procedures and TCAT's Lost property and Liability Policy. All lost property will be retained in line with that policy and will be disposed of if it is not collected.

Non-uniform days and personal items

When planning non-uniform days, Headteachers/Heads of School will consider:

- Any impact it may have on attendance
- The expectations on appropriate clothing
- The school's Behaviour Policy
- The ability of pupils from low-income families to fully take part, e.g. where costumes or dressing up are involved
- That participation should not be dependent on parents or pupils making a financial contribution

Participants will be required to dress in a manner that does not bring their school into disrepute and maintains safety and safeguarding principles.

Monitoring and review

At any point this policy is updated or fully reviewed, it will be updated on the main TCAT website and will automatically update on all TCAT school websites simultaneously.

Where an annual check or other check results in minor changes, the Version History will be reviewed and updated with a change in the number following the decimal point, for example, v1.1 ⇒ v1.2. Where the policy is reviewed in full, then the number before the decimal point will change and reset, for example v1.4 ⇒ v2.0.

Any changes made by the Executive Headteacher/CEO in collaboration with the Board Appointed Trustee will be passed to the Trust Board for ratification and subsequently be notified to Clerks to Local Governing Bodies and Headteachers/Heads of School.

The next scheduled full review date for this policy is 19th May 2029.

Date approved by the Board Appointed Trustee: 20th May 2026.

To be ratified and recorded in the minutes at the first Trust Board Meeting after 20th May 2026.

Trust Glossary

AA	Admissions Authority	H&S	Health and Safety
AAI	Adrenaline Auto-Injector (Epi Pen)	HoS	Head of School
ACM	Asbestos Containing Materials	HSE	Health and Safety Executive
AHT	Assistant Headteacher	ICO	Information Commissioners Office
AIR	Attendance Intervention Reviews	IDSR	Inspection Data Summary Report
APDR	Assess Plan Do Review Cycle	IHP	Individual Healthcare Plan
APIs	Application Programming Interfaces	IRMS	Information and Records Management Society
ASC	Autistic Spectrum Condition	IWF	Internet Watch Foundation
ASP	Analyse School Performance	KCSIE	Keeping Children Safe in Education
ATH	Academy Trust Handbook	KS1/2/3/4	Key Stage 1/2/3/4
BAME	Black, Asian and Minority Ethnic Backgrounds	LAC	Looked After Child
BAT	Board Appointed Trustee	LADO	Local Authority Designated Officer
BCP	Business Continuity Plan	LGB	Local Governing Body
BFR	Budget Forecast Return	LLC	Low-Level Concerns
CEO	Chief Executive Officer	LSA	Learning Support Assistants
CFO	Chief Financial Officer	MASH	Multi-Agency Safeguarding Hub
CIF	Condition Improvement Fund	MAT	Multi-Academy Trust

CIN	Child in Need	MFA	Multi-Factor Authentication
CLA	Children Looked After	MFL	Modern Foreign Language
CMIE	Child Missing in Education	NCSC	National Cyber Security Centre
COO	Chief Operating Officer	NoV	Note of Visit
COSHH	Control of Substances Hazardous to Health	NPQ	National Professional Qualifications
CP	Child Protection	PA	Persistent Absence
CPD	Continuing Professional Development	PAN	Published Admission Number
CPOMS	Child Protection Online Management System	PECR	Privacy and Electronic Communications Regulations
CSCS	Children's Social Care Services	PEP	Personal Education Plan
CSE	Child Sexual Exploitation	PEEP	Personal Emergency Evacuation Plan
CTIRU	Counter-Terrorism Internet Referral Unit	PEx	Permanent Exclusion
CWD	Children with Disabilities	PP	Pupil Premium
CYPMHS	Children and Young People's Mental Health Services	PPG	Pupil Premium Grant
DBS	Disclosure and Barring Service	PSHE	Personal, Social and Health Education
DDSL	Deputy Designated Safeguarding Lead	PSED	Public Sector Equality Duty
DfE	Department for Education	PTFA	Parent, Teacher and Friends Association
DHT	Deputy Headteacher	QA	Quality Assurance

DSE	Display Screen Equipment	RIDDOR	Reporting of Injuries, Diseases and Dangerous Occurrences Regulations
DSL	Designated Safeguarding Lead	RHE	Relationships and Health Education
DPO	Data Protection Officer	RPA	Risk Protection Arrangement
EAL	English as an Additional Language	RSHE	Relationships, Sex and Health Education
ECT	Early Career Teacher	SA	Severely Absent
EDIB	Equality, Diversity, Inclusion and Belonging	SALT	Speech and Language Therapist
EHA	Early Help Assessment	SARC	Sexual Assault Referral Centre
EHCNA	Education, Health and Care Needs Assessment	SBM	School Business Manager
EHCP	Education, Health and Care Plan	SCC	Standard Contractual Clause
EHE	Elective Home Education	SCITT	School-Centred Initial Teacher Training
ELSA	Emotional Literacy Support Assistant	SCR	Single Central Record
ESFA	Education and Skills Funding Agency	SDP	School Development Plan
EVC	Educational Visit Coordinator	SDQ	Strengths and Difficulties Questionnaire
EWOSSO	Education Welfare and Safeguarding Support Officer	SEF	Self-Evaluation Form
EYFS	Early Years Foundation Stage	SEMH	Social, Emotional, and Mental Health
FBV	Fundamental British Values	SENCO	Special Educational Needs Coordinator
FFT	Fischer Family Trust	SEND	Special Educational Needs and Disabilities

FGM	Female Genital Mutilation	SIP	School Improvement Partner
FGMPO	FGM Protection Order	SLA	Service Level Agreement
FOI	Freedom of Information	SLCN	Speech, Language and Communication Needs
FSM	Free School Meals	SLT	Senior Leadership Team
FTS	Find a Tender Service	SPOC	Single Point of Contact
GAG	General Annual Grant	STEM	Science, Technology, Engineering and Maths
GDPR	General Data Protection Regulation	TA	Teaching Assistant
GIAS	Get Information about Schools	TAC	Team Around the Child
HASH	Herefordshire Association of Secondary Heads	TCAT	Three Counties Academy Trust
HBA	Honour Based Abuse	TUPE	Transfer of Undertakings (Protection of Employment)
HR	Human Resources	VSH	Virtual School Headteacher