

Uniform Policy

Author / Responsible Person	**Trust Operations Manager**
Ratified by	**Trust Board**
Date Ratified	**September 2026**
Next Review Date	**September 2027**
Review Cycle	**Annually**

Contents

1. Introduction 3
2. Legal duties under the Equality Act 2010 4
3. Limiting the cost of school uniform 4
4. Expectations for school uniform 5
5. Hair styles 6

The Halo Code for Schools 6

6. Jewellery 6
7. Expectations for our school community 6

7.1 Pupils 6

7.2 Parents and carers 7

7.3 Staff 7

7.4 Governors 7

8. Monitoring arrangements 8
9. Links to other policies 8

1. Introduction

Future Academies promotes excellence and aspiration in everything its pupils do. Therefore, this uniform policy applies to all primary schools within the Trust; a separate policy reflects uniform requirements in our secondary schools. The Principal has discretion over minor amendments that are appropriate for the school community.

The academy uniform is designed to reinforce this spirit of excellence, encouraging pupils to take pride in belonging to their school community. Our uniform is smart and practical, and enables pupils to act as ambassadors for their school and for Future Academies.

At Future Academies, we believe that having an academy uniform achieves the following goals:

- It encourages a sense of community identity and pride. By wearing the same badge and the same clothing, pupils are encouraged to think of the needs of the community as well as their own individual needs.
- It prevents unkindness or bullying while keeping costs down. By requiring all our pupils to wear the same low-cost uniform, we reduce the incentive for pupils to ask parents for the latest (and most expensive) items of fashion. As a result, costs are kept as low as possible, and no child can be identified as being poorer or wealthier than any other.

High standards of presentation are always required when wearing the academy uniform. The uniform must be complete and must not be mixed with non-uniform clothing. In addition, we expect all pupils to take pride in their personal appearance: clothes and shoes should always be clean and smartly presented, hair should be neat and tidy, and no jewellery should be worn (except where agreed on grounds of faith). We expect sports kit to be washed each week. It is important to stress that our uniform expectations apply both when pupils are on the academy premises as well as when they are travelling to and from the academy, when they are on school trips, or when they are otherwise representing our school in the community.

For our uniform policy to be successful, it must be implemented universally and without exception. Our parents and guardians understand this, and they therefore support us at home to uphold the academy's high standards.

We understand that, for some families, finances may be tight. We believe that, by having a strict uniform policy and by doing all we can to keep items of fashion out of the academy, we help families to keep costs down. Nevertheless, if you do have an individual problem, or if you are unsure about an item of clothing, please do not hesitate to contact your child's class teacher who will deal with your enquiry in the strictest confidence. We have also minimised the number of branded items to keep costs at a minimum.

If in any doubt about the details of the uniform policy, and to save time and anguish, parents/guardians should contact the academy. It is better to check with a member of staff than to rely on assurances from pupils as these are sometimes incorrect.

Whilst any item of academy uniform or sports kit is being worn, the Behaviour Policy and Uniform and Equipment Policy apply in their entirety.

2. 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 the principal, who can answer questions about the policy and respond to any requests

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 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 and 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 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 years
- 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
- 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

4. Expectations for school uniform

Uniform		**Academy Branded***
1.	Academy navy blue jumper or cardigan with Future Academies Badge	Yes (Compulsory)
2.	Navy striped tie (standard or elasticated)	Yes (Compulsory)
3.	White collared shirt (or a white polo shirt in Reception)	No (Compulsory)
4.	Plain charcoal grey trousers, short, skirt or dress	No (Compulsory)
5.	During the summer term, pupils can wear an optional blue gingham summer dress	No (Optional)
6.	Plain black, grey or white socks, or grey tights (no leggings)	No
7.	School bag	No
8.	Shoes - black, flat, leather fronted and logo-free	No
9.	Suitable outdoor coat	No
Sports Kit		**Academy Branded***
10.	Plain white polo top	No
11.	Plain navy-blue/black shorts or tracksuit bottoms	No
12.	Plain black, grey or white socks	No
13.	Appropriate dark or white coloured sports trainers (no logos)	No

All items of school uniform should be clearly labelled with the pupil's name.

Branded uniform must be purchased from our uniform suppliers, Price and Buckland; all other items can be purchased elsewhere. Second hand uniforms may be available from the school; please contact the school office for more information. If, for any reason, you are unable to purchase the branded items, please speak with the school office.

Details of our uniform supplier can be found in the 'School Uniform' section of the school website.

5. Hair styles

For all pupils, hair must be maintained in a conventional and understated style. Hair must be maintained, clean and neat. Individual fashion statements or overly styled haircuts are not permitted. The following riles must be observed:

- Hair must not be obviously dyed and may not be anything other than a natural colour.
- No lines, markings or indents are allowed in the hair or eyebrows.
- If worn long, hair must be well-kept and tidy and allow the face to be seen. Extremely long hair must be tied back. Long hair must be tied up for sport and practical lessons; pupils with long hair must bring a hairband.
- Braids and hair extensions are allowed but must be kept neat and must be indistinguishable from the hair colour.
- Regardless of hair style, hair accessories must be plain black or navy blue and without patterns.

The detail above, including the list of prohibited styles, is not exhaustive and the academy's decision on what is and is not acceptable is final.

The Halo Code for Schools

Our school champions the right of staff and pupils to embrace all Afro-hairstyles. We acknowledge that Afro-textured hair is an important part of our staff and pupils' racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance.

We welcome Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps.

6. Jewellery

No jewellery is to be worn including earrings, necklaces and bracelets. At the discretion of the Principal, stud earrings may be permitted if they are gold or silver and no larger than 7mm.

Pupils are permitted to wear a discrete watch with a plain strap. Smart watches are not allowed as these may distract from learning. Please note that no watches of any kind are permitted in public examinations.

An item of jewellery which is worn on religious grounds is allowed if substantiated by a letter from the leader of the religious community.

Any item of jewellery which is worn on medical ground is allowed if substantiated by a letter from a medical professional.

7. Expectations for our school community

7.1 Pupils

All 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 expected to contact the Principal if they want to request an amendment to the uniform policy in relation to their protected characteristics.

7.2 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 are also expected to contact the Principal 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.

7.3 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 Principal if the situation does not improve.

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

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.

7.4 Governors

The governing board will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Considers the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils
- Reviews the cost of school uniform regularly with suppliers to ensure parents and carers are offered best value for money

8. Monitoring arrangements

This policy will be reviewed annually by the Trust Operations Manager.

Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Complaints procedure

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