Hope Academy

A joint Catholic & Church of England Academy

Uniform Policy

Status	Statutory
Responsible Authority	Governing Board
Date Approved	September 2025
Responsible Person	Mr P Ward – Vice Principal
Review Date	September 2026
Last Amended Date	September 2025

Contents

Statement of Intent 3
Legal Framework 3
Roles and responsibilities 4
Cost principles 4
Equality principles 6
Gender 6
Religion and belief 6
Race 7
SEND and medical conditions 7
Complaints and challenges 7
Uniform supplier 7
Uniform assistance 8
Non-compliance 8
Academy uniform 8
Clothing 8
Jewellery 10
Bags 10
Hairstyles and headwear 11
Adverse weather 11
Labelling and lost property 12
Monitoring and review 12

Statement of Intent

Hope Academy believes that a consistent uniform policy is vital to promote the ethos of the academy and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

For the purposes of this policy, **"uniform"** includes the following elements of students appearance:

- Clothing, including the academy uniform itself and variations of the academy uniform such as PE kits.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the academy has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all students, is affordable, and provides the best value for money for both the academy and students families.

We believe that students 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.

Legal Framework

This policy has due regard to all relevant legislation and statutory guidance 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 (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

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

- Complaints Procedures Policy

- Behaviour For Learning Policy
- Equality Information and Objectives Statement
-

Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the principal and academy community, a practical and smart uniform that accurately reflects the academy's vision and values.
- Ensuring that the uniform is accessible, inclusive, and does not disadvantage any students because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, students and the wider academy community regarding changes to the uniform.
- Ensuring that the uniform is accessible and affordable.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.

The principal is responsible for:

- Enforcing the academy's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a student is in breach of the policy.
- Listening to the opinions and wishes of the academy community in regard to the uniform and making appropriate recommendations to the governing board.
- Providing students with an exemption letter as appropriate, e.g. for a student who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

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

Parents are responsible for:

- Providing their children with the correct uniform as detailed in this policy.
- Informing the head of year or pastoral manager if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Students are responsible for:

- Wearing the correct uniform at all times unless the principal has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a uniform is important to the academy, e.g. academy identity and community.

Cost principles

The academy will ensure that its uniform is affordable and accessible to all students and does not place an unreasonable financial burden on parents.

In accordance with the 'Admissions Policy', the principal will ensure that the uniform requirements do not discourage parents from applying for a place for their child.

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

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

The academy will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a student, 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 the academy in clean uniform every day.

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

The academy will keep branded uniform items to a minimal level that is reasonable for all members of the academy community. The academy defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element. Where the academy requires an item of branded clothing, it will assess how prices can be kept as low as possible and put measures in place to facilitate this. This may include:

- Offering sew- or iron-on logo patches for blazers and jumpers that can be bought at non-specialist retailers, instead of requiring specific branded jumpers.
- Ensuring branded items are longer-lasting and unlikely to be grown out of quickly, e.g. ties.
- Aiming to make donated second-hand uniform available, including promoting local charity organisations who collect and distribute branded clothing for the schools and academies in the local area including that of Hope Academy.

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

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

The academy will not make frequent changes to uniform requirements and will take the views of parents and students into account when considering any changes.

Equality principles

The academy takes its legal obligation to avoid unlawfully discriminating against any protected characteristic very seriously. In line with this, the academy will aim to ensure that its uniform policy is as inclusive as possible so that all students can access a 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 academy will ensure that parents and students are consulted over any changes to the uniform, and that, where appropriate and with students consent, views and advice are sought specifically from students, and parents of students, 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 uniform and amendments to it are handled on a case-by-case basis by the principal and governing board, and always in accordance with the academy's Complaints Procedures Policy.

Information on how the academy ensures its uniform policy does not discriminate against students with specific protected characteristics is outlined below.

Gender

To avoid disproportionately impacting students of a certain gender, the academy 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 students of a certain gender to buy additional uniform, e.g. by requiring female students to buy both trousers and skirts.
- Not indirectly requiring students of a certain gender to buy additional uniform, e.g. by offering football in PE to only male students and requiring they buy football boots to participate.
- Not holding students of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The academy will implement a gender-neutral uniform, meaning that students will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'Academy uniform' section of this policy regardless of the legal sex recorded on the academy's records. Transgender students are supported to access the uniform that best reflects their gender expression in line with the Equality Information and Objectives Statement.

Religion and belief

To avoid disproportionately impacting students of a certain religion, belief or culture, the academy will ensure that there is flexibility to allow students to present themselves in a way

that adheres to their dress requirements as far as possible, within the academy's uniform policy.

The academy will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual students will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

Race

To avoid disproportionately impacting students of a certain race, the academy will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a student'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 student's culture or ethnic origin, e.g. African heritage head wraps.

The academy 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, the academy will ensure its uniform policy takes into account the needs of these students. This includes:

- Ensuring the uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for students whose medical conditions may impact how they dress, e.g. students with casts who require loose-fitting clothing or students with hair loss-related conditions who wish to wear head coverings.

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

Complaints and challenges

The academy will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the academy's Complaints Procedures Policy.

The academy will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

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

Uniform supplier

The academy's current uniform is supplied inhouse:

If the academy decides to allow an external company to supply the uniform, then the governing board will ensure that a written contract is in place with the supplier for branded items. The

academy will retender the uniform contract every five years, whether changes to the uniform are made or not.

The governing board will be able to demonstrate how uniform is procured at the best value for money. The principal will work to ensure that the items 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.

The academy will not sign contracts with suppliers before requesting visualisations and samples of proposed uniform.

Uniform assistance

The academy will support disadvantaged families in meeting the costs of uniforms.

The academy will hold second-hand uniforms in the academy uniform shop for parents to access; access to these uniforms will be made available upon request made to the academy uniform shop.

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

Non-compliance

Staff will be permitted to discipline students for breaching this policy, where relevant to their role, in accordance with the academy's Behaviour for Learning Policy.

The principal, or a person authorised by the principal, will be permitted to ask a student to briefly go home to remedy breaches to the academy's uniform. When deciding whether to allow a student to return home, the member of staff will consider the student's age and vulnerability, the length of time it will take, and the availability of the student's parents. A parent will always be contacted before sending the student home – if contact with the student's parent cannot be made, the student will remain in the academy.

Where a student has been sent home to rectify uniform breaches, the absence will be recorded as 'authorised'. If a student 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 students breaches of an academy uniform in all cases

Academy uniform

Clothing

The academy uniform is as follows:

Item	Boys	Girls	Cost per item (Correct at as November 2022)
General Uniform			

Blazer	Hope Academy blazer with the academy badge. Blazers should be worn at all times unless permission is given	Hope Academy blazer with the academy badge. Blazers should be worn at all times unless permission is given	£30.00 - £35.00
Jumpers (Optional)	Grey, Hope Academy long sleeved V necked jumper. They should be worn, as well as but not instead of, blazers in the autumn and spring term	Grey, Hope Academy long sleeved V necked jumper. They should be worn, as well as but not instead of, blazers in the autumn and spring term	£15.00 - £20.00
Trousers	Formal black trousers. They must be black, plain smart trousers. They must not be skinny fit, tight fitting, denim or chino trousers	Formal black trousers. They must be black, plain smart trousers. They must not be skinny fit, tight fitting, denim or chino trousers	Available from major retailers
Skirt or Pinafore		Hope Academy 'Holyrood' skirt or pinafore dress. The skirt/pinafore dress needs to be of an appropriate length, no more than one inch above the knee	£18.00 - £25.00
Ties	Specific to year group. The tie will go through the Academy with the student (They will have the same time for the duration of their education)		£5.00
Shoes	Plain black, made from leather with sturdy sole You are **NOT** permitted to wear; trainers, canvas or suede, boots, heels, no logos or tags	Plain black, made from leather with sturdy sole You are **NOT** permitted to wear; trainers, canvas or suede, boots, heels, no logos or tags	Available from major retailers (Please make sure that they meet the academy requirements, some shops may label them as 'School Shoes' but they may not meet our requirements)
Socks or Tights	Black socks	Grey tights or plain grey knee length socks – no bows allowed	Available from major retailers
Religious Clothing			
Hijab		Hijabs should be plain black	
Sports Kit			

PE Top	Hope Academy top with the academy badge.	Hope Academy top with the academy badge	£15.00
Shorts	Plain black shorts	Plain black shorts	£7.00 (Also available from major retailers)
PE Socks	Plain black sports socks	Plain black sports socks	£4.00 (Also available from major retailers)
Mid-Layer PE Top	Hope Academy top with the academy badge	Hope Academy top with the academy badge	£20.00
Jogging Pants	Plain black jogging pants, no brands or logos	Plain black jogging pants, no brands or logos	Available from major retailers
Accessories			
Bag	Should be waterproof and able to carry A4 size books, should have two straps and zip close. Fashion bags and handbags are not permitted. Bags should be plain in colour and design, no images that go against our core values.		Available from major retailers

Students who are wearing skirts will also be required to wear grey tights or grey knee length socks. Black jeans will not be permitted.

The academy will not consider trainers or high heels suitable shoes; however, block heels of no more than 3 cm can be worn.

Parents are responsible for ensuring their child brings their PE kit to school when needed.

Jewellery

The academy rules on jewellery are;

- No piercings, necklaces or bracelets are permitted.
- A sensible wristwatch may be worn and is encouraged. Smart watches are not allowed and should be locked in the students' Yondr pouch if brought to school.
- Nail varnish and false nails should not be worn to the academy. Nails should be natural and not painted.

Students will be advised that jewellery is their personal responsibility and not that of the academy. Lost or damaged items will not be refunded.

Bags

Students must use an appropriately sized waterproof bag to carry their books and equipment. It must hold A4-sized workbooks comfortably without causing any damage. Bags should be black.

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

The academy will discourage students from bringing valuable bags to academy. The academy will not be liable for lost or damaged bags.

Hairstyles and headwear

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

Students 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.

The following hairstyles, hair colours and headwear are not considered appropriate for the academy:

- Brightly coloured dyed hair.
- Hair that covers a student's eyes.
- Shaved hair less than a grade 2.
- Lines shaved into hair.
- Extreme designs such as Mohawks, Top Knots and Mullets.

Makeup and cosmetics

The academy rules on makeup and cosmetics are as follows:

- Make up should not be worn to the academy.
- False nails and nail extensions are not permitted.
- Nail varnish should not be worn.
- Temporary tattoos are not permitted.
- Fake tan should not be worn.
- False eyelashes and eyebrows should not be worn.

Students wearing excessive makeup will be required to remove it.

Adverse weather

All student will be advised if and when to wear weather-appropriate clothing that deviates from our standard academy uniform.

For hot temperatures, this may include wearing:

- Academy sports kit.
- Sunglasses with UV protection when outside.

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

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when outside.

- Warm jumpers.
- Trousers, or skirts and thick tights.

Outdoor wear should not be worn inside the building.

Labelling and lost property

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

Any lost clothing will be taken to Student Services. All lost property will be retained for one month and will be disposed of if it is not collected within this time.

Monitoring and review

This policy will be reviewed annually by an assistant principal and the principal. The next scheduled review date for this policy is shown on the cover.

Any changes to this policy will be communicated to all staff, students, parents and other relevant stakeholders.