

# School Uniform Policy

The Board of Trustees, CEO and Strategic team are committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work.

<b>This policy was created and ratified by the Trust Board in:</b>	<b>October 2025</b>
<b>The policy owner is:</b>	<b>Acle Academy</b>
<b>This policy will be reviewed by the Trust Board in: (unless earlier review is recommended by the Trust)</b>	<b>October 2027</b>
<b>Policy Version:</b>	<b>V3</b>
<b>Signed by the Chair of the Board of Trustees:</b>	

## Aims

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for school uniform

## Our school's 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 Helen Watts (Principal) or Rob McCombe Assistant Principal), who can answer questions about the policy and respond to any requests

## 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
- 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 any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties and blazers
- 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 year/class/house groups
- 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

## Expectations for school uniform

### Our school's uniform

The following customised uniform items will be compulsory for students in Years 7 to 11 and will need to be purchased from Stevensons Uniform Suppliers:

- Acle Academy navy blazer
- Tie, with corresponding House colour or Prefect status
- Choice of Acle Academy pleated skirt with Acle logo  
*(We allow a degree of flexibility and understand that skirt lengths may vary depending on your daughter's height. Skirts should be worn close to or above the knee with a maximum range of 10cm from hemline to knee. **Our bottom line is that skirts must cover lower thighs.**)*

***Repeated failure to wear an appropriate skirt will result in a student being directed to wear trousers.***

*Optional: We would also recommend the navy V-neck jumper and the trousers stocked by Stevensons.*

### Available from any stockist:

- Pale blue shirt - long or short sleeves
- Navy tailored trousers (identical to style and colour from Stevensons)
- Trousers should be tailored and straight cut / tapered style and worn to or beyond the ankle. Please avoid lycra or jersey material trousers which may be tailored to a skinny fit style. \*
- Navy Knee length tailored shorts
- Tights - can be navy, black or flesh coloured - patterned tights are prohibited
- Ankle socks - white, navy or black (If students choose to wear socks over tights in winter months, these must match the colour of the tights)
- Sensible black hard-soled shoes. ('Trainer' style shoes with cushioned soles are not considered appropriate, nor are velcro strap shoes, boots and open toed sandals.) \*

**\* The school reserves the right to determine whether selected trousers/shoes are appropriate for school. If in doubt, please check with staff before purchasing.**

### PE Kit:

#### Tops:

- Acle Academy navy polo (from Stevensons)
- Acle Academy navy quarter-zip top with logo on breast (from Stevensons)  
*(Please note - in colder weather only the Acle Navy top above is allowed - we do not allow other non-uniform sports jumpers)*

- The school allows students to purchase Acle Sports Jumpers if they represent the school in a particular sport. These are optional and are ordered through the PE department and can be worn in PE lessons only.

**Bottoms:**

- Plain navy shorts (small logo is acceptable)
- Acle Academy navy leggings (from Stevensons)
- Plain navy skort
- Plain navy jogging bottoms (small logo is acceptable)

**The following items of footwear are compulsory:**

- Trainers and white or black short sports socks (for summer, indoor or hard court activities)
- Moulded or studded boots and long navy socks (for field activities)

**Additional compulsory items:**

- Gum shield for contact rugby
- Shin pads for football
- Hair band to tie up long hair
- Removal of all jewellery

## Accessories and Additional Information:

- Students may wear one pair of small stud earrings worn in the centre of each ear lobe
  - Students must not have any additional facial or body piercings - nose studs, tongue piercings, navel piercings or ear stretchers are not allowed. **If a student chooses to have a piercing which is not allowed, they will spend time in isolation until they can remove the piercing once healed.**
  - The school reserves the right to allow a retainer to be worn in exceptional circumstances with agreement of the school's leadership team.
  - **If a student wears additional or banned jewellery items, these will be confiscated and handed into the school office where they can only be collected at the end of a school day by a parent.**
  - Make up should be appropriate for school - natural day look, no false eye lashes, heavy eye makeup or bright lipstick.
  - Students should not wear nail varnish or false/acrylic nails or nail tips. If false/acrylic nails or false eye-lashes are worn – they will be required to be removed and disposed of.
  - Students may wear a watch but other jewellery is not allowed.
  - Smart watches are allowed but must be in 'school mode' , not connected for messages or internet access
  - If a student chooses to wear a belt, it should be navy, brown or black with no signifying label or designer style buckle
  - Shirts should be buttoned to the top button and ties should be attached to the top button of the shirt.
  - **Skirts must not be rolled or altered in length.** A student wearing a skirt that is too short will face a sanction until the situation is rectified
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- Students must wear sensible black hard sole shoes. Trainers, canvas shoes, boots and open toe sandals are not allowed.
  - No extremes of hair colour/styles of colour- including dip dye. Hair colouring must be natural colours only.
  - Students are not permitted to wear coats, scarves or other outer garments inside school buildings, after the start of the school day unless in transition between classes. Hoodies and casual sports tops are not considered coats and will be confiscated for collection at the end of the school day. Plain black /navy branded sports raincoats are permissible as a coat.\*
  - Students will be required to wear their blazers around school and for formal settings. Students may remove their blazers with permission in class.
  - Jumpers are an additional and optional uniform item, and are not a substitute for a blazer.

**\*The school reserves the right to determine whether selected Sports style hoodies/tops are appropriate for school. If in doubt, please check with staff before purchasing.**

### **Non-Uniform Day - Dress Code**

Students at Acle Academy are given the opportunity to participate in non-uniform days and sometimes students are allowed to wear non uniform on trips. Whilst this allows students the opportunity to express themselves as individuals, it must be done so in an appropriate way. It is particularly important that any student dress on these occasions recognises that the school is still a working environment, and further that student dress does not cause embarrassment to staff, students and other members of the school community or bring the school into disrepute. When not in uniform, therefore, students are to follow the non – uniform dress code.

The following items are deemed unacceptable for school:

- Clothing that does not appropriately cover a child's body
- Clothing that contains offensive language or images
- Hot pants or mini skirts
- Strapless tops
- High heeled shoes/ boots
- Any item of clothing that exposes a child's midriff
- Low cut tops
- See through clothing
- Tightly fitted clothing

It is recognised that this dress code will not cover all issues that may arise. The school reserves the right to determine acceptable dress. Students who wear inappropriate clothing may be kept in isolation or denied opportunity to take part in an event or trip.

### **Expectations for our school community**

#### **Pupils**

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)

#### **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 Helen Watts (Principal) or Rob McCombe (Assistant 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.

### **Staff**

Staff will closely monitor pupils to make sure they are in the 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 doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with the schools Behaviour and Emotion Regulation Policy.

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. If your child is in receipt of Pupil Premium funding, additional support may be available - please contact Mrs Jacotine (Assistant Principal).

### **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
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

### **Monitoring arrangements**

This policy will be reviewed annually by the Senior Leadership Team. At every review, it will be approved by the Local Advisory Board.

### **Links to other policies**

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy