

Uniform Policy

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Policy Category	2	Academy to update Appendix A
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Summary of Changes from Previous Version

Version	Date	Author	Summary of Updates
V1	Sept 2026	Director of Governance	New Policy



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1. Regulatory Framework & Principles

At Exceed Learning Partnership we believe that a school uniform fosters a sense of identity, equality, and pride across our academy communities. We are committed to ensuring that uniform requirements across all our academies are affordable, practical, inclusive, and high quality, so that cost never presents a barrier to a pupil's education or school choice.

This policy establishes the Trust-wide standard in accordance with:

- **Statutory DfE Guidance:** *The Cost of School Uniforms* (under the Education Act 1996, as amended by the Children's Wellbeing and Schools Act 2026).
- **Non-Statutory DfE Guidance:** *Developing school uniform policy* ([DfE Guidance](#)).
- **Equalities Legislation:** The Equality Act 2010 and Human Rights Act 1998.

Each academy within the Trust must adhere to this overarching framework and publish its own local Academy Uniform Appendix (Section 10) on its website annually.

2. Limits on Branded Items & Sourcing

To ensure uniform costs remain reasonable and manageable for all families across the Trust, every academy must establish its uniform requirements within statutory limits for compulsory branded items (items featuring school crests, logos, or bespoke designs):

- **Primary Academies:** May require no more than 3 compulsory branded items across both main uniform and PE kit combined.
- **Secondary Academies:** May require no more than 4 compulsory branded items across both main uniform and PE kit combined, provided one of these items is a school tie (*otherwise capped at 3*).
- **Extracurricular & School-Facilitated Activities:** Requirements for school-led clubs, sports teams or external competitions must adhere to these cost-conscious principles and must not impose mandatory extra branded purchases on families. Where specialist or branded kit is required for representation, academies will provide this on a loan basis or keep items strictly optional.
- **Generic Items & Parent Choice:** All non-branded elements of an academy's uniform must be generic in style and colour. Parents and carers retain full choice to purchase these unbranded items from any high-street retailer, supermarket, or supplier.

3. High-Cost Items & Procurement Standards

The Trust oversees supplier contracting to protect value for money for parents and carers:

- **Item Cost Mitigation:** Academies must avoid high-cost individual items where possible. Where items such as blazers or knitwear are required, academies must prioritise durability and fabric longevity to ensure value for money.
- **Competitive Tendering:** Uniform supplier contracts and single-supplier arrangements must be reviewed through a transparent, competitive tendering process at least every 5 years in line with DfE expectations and Trust procurement rules.



- **Transition & Grace Periods:** When an academy makes a significant change to its uniform requirements, existing pupils must be given a reasonable transition period (typically up to 2 academic years) to continue wearing their current uniform to prevent unnecessary expense for families.

4. Second-Hand Uniform Provision

Every academy within the Trust is required to establish accessible, low-barrier arrangements for families to acquire second-hand uniform items:

- **Availability:** Pre-loved uniform items must be made available year-round through school sales, PTA initiatives, or direct requests to the academy.
- **Donations:** Academies actively encourage donations of outgrown, good-condition uniform items from families at key points throughout the academic year.

5. Equality, Inclusion & Adaptations

The Trust is committed to ensuring that all academy uniform policies are inclusive and comply with the Equality Act 2010:

- **Religious & Cultural Attire:** Headscarves, turbans and other religious dress are welcomed in line with agreed academy colour schemes.
- **Hair & Hairstyles:** Academies adhere to culturally inclusive hair policies in line with Equality and Human Rights Commission (EHRC) guidance.
- **Special Educational Needs & Disabilities (SEND):** Academies will make reasonable adjustments (e.g., sensory-friendly fabrics, velcro fastenings, or tagless options) in consultation with parents and the SENCO.
- **Gender Neutrality:** Uniform items are not restricted by gender; pupils may choose from any approved uniform options listed in the academy appendix.

6. Weather & Safety Flexibilities

Academies must maintain practical flexibilities for pupil wellbeing and safety:

- **Adverse Weather:** Rules must be relaxed during extreme hot weather (e.g., waiving blazers/ties, permitting shorts/PE kit) or extreme cold (e.g., allowing extra layers/trousers) during weather-health alerts.
- **Travel Safety:** Pupils walking or cycling to school are permitted to wear reflective or weather-appropriate outerwear over their uniform.

7. Financial Hardship, Attendance & Non-Compliance

- **Hardship-First Approach:** Non-compliance with uniform expectations due to financial hardship will never be treated as a disciplinary matter.
- **Support:** Families experiencing financial difficulty can apply for uniform vouchers, support grants, or



second-hand items directly through their academy.

- **Attendance:** If a lack of suitable or clean uniform creates a barrier to a pupil attending school, the academy will provide immediate short-term support and temporary uniform flexibilities to ensure the pupil can remain in school.

8. Pupil Non-Compliance & Sanctions

Breaches of uniform rules for reasons other than financial hardship will be handled in a fair, proportionate manner in accordance with the individual academy's Behaviour Policy. Before taking any formal action, staff must verify whether non-compliance stems from financial difficulty or protected characteristics.

9. Complaints & Enquiries

Disputes or informal concerns regarding uniform should be raised locally at the academy level. Formal Concerns should be raised in line with the Trust Concerns and Complaints Policy. Requests to vary uniform rules to accommodate protected characteristics or SEND needs should be directed to the Academy Principal/Head of School.



Appendix A – Academy Uniform Arrangements

Academy Name	Willow Primary School
Academic Year	2026 / 2027
Academy Phase	Primary
Designated Uniform / Hardship Contact:	D Morley – Business Manager

Uniform Requirements

Reception to Year 6

Expectations for school uniform for all pupils Reception to Year 6

- Grey knee length skirt or pinafore dress
- Grey trousers or shorts
- White blouse/shirt or white polo shirt (plain)
- Red school sweatshirt or cardigan (with logo)
- Summer dress (red/white gingham check only)
- Plain white, grey or black socks
- Plain red or grey tights
- Small hair accessories/bands/ bows in school colours (red, white or grey hair accessories only)

Footwear

- Smart black school shoes are allowed - all shoes are to be sensible, black and low-heeled.
- Boots or Trainers are not acceptable for children to wear in school.
- Wellington boots can be worn to school in case of bad weather but they MUST be removed on entry to the school building. (Please provide your child with a plastic carrier bag to keep the wellingtons in during the school day and their normal school shoes to change into when in the school building).

PE Uniform

All children who attend Willow must have the correct PE Uniform and wear it on the days that they have PE or Forest School

- Plain white round neck t-shirt (polo shirts are not allowed)
- Plain black shorts (must be mid-thigh length)
- Plain black jogging bottoms
- Plain black outdoor training style top
- White sports socks
- Outdoor trainers - please avoid branded items

Items must not have logos and long hair must be tied up so please remember to include a hair tie/ bobble in with your child's bag if they have long hair.



All items are available from our online supplier 'www.sscllothing.co.uk' and high street shops, online and supermarkets. School cardigans and sweatshirts and other items can be purchased via the online store on the link at the bottom of the page.

All items of clothing and footwear (including coats and jackets) should be clearly named.

Jewellery

The wearing of jewellery is not allowed with the exception of small stud earrings that are covered with tape and watches. We advise against children having their ears pierced during the school term. Earrings must be removed during PE lessons and for swimming.

Hairstyles

Extreme hairstyles (tram lines, tails, colours and highlights) will not be allowed. In the interests of health and safety, all pupils with hair that is long enough to be tied back will be asked to do so for practical subjects such as PE, art and design and design technology.

Non-uniform days

Days when the uniform code is relaxed and children can wear their own clothes for the day. This does not mean that children can wear anything. The following items are not permitted to be worn on non-uniform days.

- Heelys
- High heels
- Overly cropped tops
- Hotpants
- Any clothing with rude or vulgar language/ symbols on that may cause offence

This list is not exhaustive and we do expect parents to think about what they allow their children to wear.