

Uniform Policy

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Approved By	Chief Operating Officer

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	Hall Cross Academy
Academic Year	2026 / 2027
Academy Phase	Secondary
Designated Uniform / Hardship Contact:	Pastoral Teams KS3enquiries@hallcross.elp.org.uk KS4enquiries@hallcross.elp.org.uk KS5enquiries@hallcross.elp.org.uk

Uniform item	Compulsory or Optional?	Standards – details	Further clarification
Academy blazer	Compulsory (branded)	Must be standard school blazer with embroidered logo.	Purchased from Cliffs in store or via the Academy website
Academy Tie	Compulsory (branded)	Clip on tie	Purchased directly from Cliffs or via the Academy website (collection from the Academy).
Skirt OR Trousers	Compulsory (Choice of 1)	Option 1 – Skirt Black pleated skirt must be worn knee length. Skirts must not be rolled up and must have the Hall Cross logo visible. Students must wear black tights if they choose to wear a skirt.	There is 1 acceptable skirt that can be purchased from Cliffs or via the Academy website.
Trousers		Option 2 – Trousers Plain black tailored school trousers matching those available from the school supplier. Logo trousers are available.	No jeans, brushed denim, patch pockets, hipsters, Lycra, jeggings, leggings or drainpipe / skinny fit. No decorative zips or frills.
White shirt	Compulsory (Generic)	With collar and sleeves (long or short) and top button that fastens fully.	Must be tucked in. Short sleeves are acceptable. Fitted shirts designed to be worn outside trousers are not acceptable.
Footwear	Compulsory (Generic)	Plain black. Hard wearing, closed-toed and suitable for weather conditions.	No coloured logos, stripes, soles or flashes. No sandals, stilettos, flip-flops or Ugg-style boots. Trousers should not be tucked into boots at any time.
School Bag	Compulsory (Generic)	Must have school bag with equipment.	Black pen, green pen, pencil, ruler, two whiteboard pens and a scientific calculator. Bag must be brought to school every day.

Jumper	Optional	Plain black embroidered with Academy logo.	Purchased from Cliffs or via the Academy website. To be worn under blazers (not as a substitute for a blazer).
Outdoor coat	Optional	Must fit over blazer and should be suitable for cold/wet weather.	No hoodies (under or over blazer), tracksuit tops or sweatshirts. No zip tops made of sweatshirt-type material.
PE and Sports Equipment			
Sports shirt	Compulsory (Branded)	Red with black trim with the Academy logo.	
Shorts / Jogging Bottoms / Sports Leggings	Compulsory (Generic)	Black sports shorts, jogging bottoms or leggings. No tight-fitting shorts such as Nike Pros. Logo shorts are available.	
Socks	Compulsory (Generic)	Black sports socks or white ankle socks.	
Footwear	Compulsory (Generic)	Sports trainers – any colour with laces.	
Swimming kit	Compulsory	One piece swimming costume or shorts/ trunks suitable for swimming.	
Sports hoodie OR ¼ zip top	Optional	Black with red trim with Academy logo.	Please note you have a choice between sports hoodie or ¼ zip top. Purchased from Cliffs, Printing Office Street, Doncaster or by clicking here
Waterproof sports jacket	Optional	Black with Academy logo.	

Hair colour, headwear, make-up, jewellery and nails:

- Hair should be a naturally occurring hair colour
- Hairstyles that the Academy consider extreme will not be permitted
- Plain hijabs and kippahs worn for religious reasons are permitted in school. Any other hats or headwear can only be worn with express permission from the Principal or Vice Principal
- Make-up should be minimal and discrete
- Artificial nails of any type are not permitted
- False lashes are not permitted
- Nail polish, if worn, should be natural and discreet
- A watch may be worn (smartwatches are acceptable)
- Piercings are explicitly not allowed