



The Elizabethan Academy Uniform Policy

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1 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 all 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

2 THE ELIZABETHAN ACADEMY'S LEGAL DUTIES UNDER THE EQUALITY ACT 2010

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, 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
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask for this to be tied back
- **Allow all pupils to style their hair in a way that is appropriate for school, and makes them feel most comfortable**
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort ~~related to their sex, gender or gender reassignment~~
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Miss H McGill who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents/carers' ability to 'shop around' for the best 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:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of 4 or fewer, if 1 item is a tie
- Carefully considering whether any items with distinctive characteristics are necessary and limiting these items where possible for example, by only asking that the blazer, worn over a jumper, features the school logo
- Limiting compulsory branded items to low-cost and/or long-lasting items, such as ties
- Considering cheaper alternatives to compulsory branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform, in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. EXPECTATIONS FOR SCHOOL UNIFORM

4.1 Our academy's uniform

Uniform	Required or optional	Where to purchase
Grey blazer with academy badge	Required	Available from Trutex
Plain grey trousers or Plain grey tailored shorts or Grey tartan skirt (academy version only, unrolled at the waist)	Required	Matching trousers available from Trutex or various retailers providing they are formal style, graphite grey, no logos, no denim, no stretch fashion styles Plain grey tailored shorts available from various retailers Grey tartan skirt available from Trutex

Plain white shirt (standard collar, long or short sleeve or Plain white reverse collared blouse/shirt	Required	Available from various retailers
Grey Tartan School Tie	Required (unless wearing a reverse collared blouse/shirt)	Available from Trutex
Plain Grey V-neck knitted Jumper (worn only under the blazer, no logos unless school-branded)	Optional	Jumpers with the Academy Badge are available from Trutex Plain, grey V-neck knitted jumper available from various retailers
Black tights or Plain black ankle socks (no logos)	Required	Available from various retailers
Plain black leather or faux-leather school shoes or Plain black leather or faux-leather trainers Footwear must be completely black (upper, sole, laces, stitching) with no coloured parts The following footwear/features are not permitted: • Any coloured branding or logos • White or coloured soles • Sports or running trainers • Thick, curved or air cushioned soles • Canvas or fabric shoes • Sandals or open-toe shoes • Boots (including ankle boots)	Required	Available from various retailers
A school bag large enough to carry A4 books, all required equipment, PE kit on days required. (a separate PE bag may be brought to school)	Required	Available from various retailers
The Elizabethan Values and Conduct Card	Required	Issued by school
A transparent pencil case containing at least: • 2 pens (black ink) • 1 black dry-wipe whiteboard pen • 1 pen (purple ink) • 1 highlighter	Required	Available from various retailers May be purchased through school on iPay

• 1 ruler • 1 rubber • 1 protractor • Scientific calculator (Casio fx-83GT CW)		
PE KIT		
Grey/teal academy PE t-shirt	Required	Available from Trutex
Grey/teal academy PE shorts or Plain black loose-fitting shorts or Black leggings/cycling shorts minimum length 9 inch in-seam (minimal branding)	Required	Available from Trutex Plain black shorts, leggings, cycle shorts available from various retailers
Trainers	Required	Available from various retailers
Sports Socks	Required	Available from various retailers
Grey/teal academy PE sweatshirt or Plain black quarter zip or plain black round-neck sweatshirt (minimal branding, no hoods)	Optional	Available from Trutex Available from various retailers
Grey/Teal Socks	Optional	Available from Trutex
Plain black base layer (minimal branding, no hood)	Optional	Available from various retailers
Plain black tracksuit bottoms or leggings (minimal branding)	Optional	Available from various retailers
Football/astro boots (for safety in outdoor winter work)	Optional	Available from various retailers

Expectations for jewellery, hairstyles, bags and coats:

Students are allowed a wristwatch (not a smartwatch) and one pair of small stud earrings. Students can wear one flat, discreet, clear nose stud. No other jewellery is permitted, unless there are medical, religious or exceptional circumstances. Please contact Miss H McGill who can answer questions about the policy and respond to any requests. Earrings must be removed for PE lessons to comply with health and safety regulations.

Smart watches are not permitted to be worn in school, as they work in a similar way to a mobile phone. **The following are not allowed:**

- Smartwatches
- Hoop or large earrings
- Other piercings and multiple piercings
- Any other jewellery (including bracelets, rings and necklaces)

Students are allowed to wear discreet make-up, but any student heavily made-up will be told to remove it. **False eyelashes are not allowed.** Students can have sensible length nails that are neutral in colour, **with no visible length beyond the fingertip. Acrylic, gel, false, BIAB nails are not allowed**, and students will be told to remove them. This is to comply with uniform policy and safety in practical lessons, for example, PE, DT/Food and science.

Hair must be a natural colour only. Extreme hairstyles are not allowed: this includes bright or unnatural colours (including blue, green, purple, pink), dyed colours that are visibly artificial and patterns, lines or shapes shaved into hair.

Our uniform requirement is typical of most secondary schools across the UK, it is cost-effective and some items are available at various retail outlets. Home and school must continue to give the same consistent message to our young people by insisting they wear their full uniform correctly and with a sense of pride.

We firmly believe that smart students demonstrate a good work ethic that contributes to effective learning.

4.2 Where to purchase it

Trutex Direct

Order online: www.trutexdirect.com

Order by phone: 01200 421206

For all online orders, please use the reference code LEA000945SC

The Academy has a small amount of donated secondhand school uniform available for parents/students. Please contact Miss H McGill if you would like to donate or exchange any uniform.

The sixth form dress code

The Elizabethan Academy is proud of its tradition of high expectations, professionalism, and respect. Our sixth form dress code reflects these values while preparing students for the professional environments they may encounter in the future.

General guidelines:

Students are expected to present themselves in smart, professional attire suitable for a formal educational setting. Clothing should reflect the serious and respectful learning environment at The Elizabethan Academy.

Permitted attire:

- **Trousers and skirts:**
 - Tailored trousers in neutral colours such as black, grey, or navy.
 - Smart skirts that are knee-length or longer.
- **Shirts, blouses, and tops:**
 - Formal collared shirts or blouses/tops in plain or subtle patterns.
 - Smart knitwear or cardigans may be worn over shirts or blouses.
 - Blouses must not be low-cut, sheer, cropped or revealing.
- **Dresses:**
 - Smart, modest dresses of knee-length or longer.
- **Footwear:**
 - Smart shoes in black, brown, or neutral tones.
 - No trainers, sandals, or backless footwear.
 - Heels, if worn, should be suitable for walking around a school environment comfortably and therefore should be no higher than 3 inches.
- **Optional outerwear:**
 - Tailored blazers or jackets.

Prohibited attire:

- Casual wear, including jeans, shorts, hoodies, tracksuits, and sportswear.
- Clothing with large logos, slogans, or offensive imagery.
- Cropped, strapless, or strappy tops.
- Excessively tight or revealing clothing, including bodycon dresses.
- Ripped, torn, or distressed clothing.
- Flip-flops, sliders, or excessively high heels.

Additional expectations:

- **Lanyards:** All students must always wear their Academy-issued lanyard and identification badge.
- **Jewellery:** Must be minimal and discreet and in line with school policy. Facial piercings are allowed but should be small and kept to a minimum for health and safety reasons.
- **Hair:** Hair should be neat without extreme styles.
- **Makeup and nails:** If worn, makeup and nail varnish must be subtle. Long acrylic nails are not permitted.

Religious and medical considerations:

Exceptions to the dress code will be made for students with religious or medical needs.

This dress code supports students in fostering a sense of pride, self-respect, and preparation for future professional environments, while maintaining The Elizabethan Academy's tradition of excellence.

5. EXPECTATIONS FOR OUR SCHOOL COMMUNITY

5.1 Students

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 will be sanctioned if they are not wearing the correct uniform and the school have not been informed by the parents/carers. Sanctions will range from a loss of social time to time in isolation.

Pupils are also expected to contact Miss H McGill if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 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/carers are also expected to contact Miss H McGill 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/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's complaints policy.

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/carers to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. Daily checks will take place in tutor period and class teachers will be monitoring uniform as pupils enter and leave their lessons. They will give any pupils and families breaching the uniform policy the opportunity to comply but will follow up with the Head of Year if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the relevant Pastoral Year Team **and in line with our Behaviour, Standards and Culture 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 **and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory [guidance](#).**

The school will inform parents/carers as soon as possible, if there is a change in uniform, for example extreme heat in the summer.

5.4 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
- Takes into account the views of parents/carers 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.

5.5 Uniform Consequences

At The Elizabethan, we believe that school uniform allows equality and fairness for all and prepares young people for the world of work. We insist that all students always attend school in the correct uniform, in line with this policy. Failure to follow our uniform policy could result in:

- Being provided with items to borrow for the day
- Being sent home to change into the correct uniform
- Parents/carers being asked to bring in the correct uniform
- Detention for repeated uniform issues
- Potential isolation for repeated uniform issues/defiance

6. MONITORING ARRANGEMENTS

This policy will be reviewed yearly by Miss H McGill. At every review, it will be approved by the full governing body

7. LINKS TO OTHER POLICIES

This policy is linked to our:

- Behaviour, standards and culture policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy