Exceed Learning Partnership
• EVERY CHILD • EVERY CHANCE • EVERY DAY •

Uniform Policy

Author/Owner	Director of Governance and Corporate Affairs
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Approved By	Chief Operating Officer

Policy Category	2	Academy to update Appendix A

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	Edlington Victoria Academy
Academic Year	2026 / 2027
Academy Phase	Primary
Designated Uniform **Hardship Contact:**	S & S Clothing https://www.ssclothing.co.uk Mrs L Dyer, Business Manager l.dyer@edvictoria.elp.org.uk Ms J Bingham, Pastoral Manager j.bingham@edvictoria.elp.org.uk

Uniform Requirements
Place order directly via the website above.

Our uniform consists of:

- red jumper, cardigan or fleece with/without the academy logo. If pupils are appointed to be a pupil parliament representative they will be issued with a blue jumper/polo.
- grey or black trousers (not leggings), skirt or smart school shorts in summer months
- white or red polo shirt
- sensible black shoes or smart trainers (they should not have any other colours on them)
- a red and white checked summer dress may be worn in the summer months
- socks must match and be grey, black or white
- tights must be black or grey

PE Kit:

- red t-shirt
- black shorts
- black pumps for indoor use
- trainers for outdoor use
- a black tracksuit can be worn for outdoor PE during the winter months

Jewellery, Headwear and Make-up

Pupils are not permitted to wear jewellery to school (except for small studs and a watch) other than for cultural reasons. We do not allow headwear to be worn during class time or inside the school buildings, except for cultural or religious reasons. No make-up should be worn including nail varnish. Any stud earrings need to be removed either before the PE lesson/swimming lesson or at home before the start of the day so that pupils can participate in the full curriculum.

Hairstyles:

Hairstyles should be neat and tidy so that they do not serve as a distraction to other pupils. Patterns shaved into hair and bright hair dye are not permitted. Where possible, long hair should be tied up for health and safety reasons.