UNIFORM POLICY

Date of Last Review – June 2026

Review Frequency – 1 Year

Review Date – July 2027

Person responsible for the Policy – Vice Principal Pastoral

Ratified by Governors – July 2026

Table of Contents

Introduction 2
Aims 2
Equalities 2
Uniform Expectations – Year 7 - 11 3
Shoes 4-5
Trousers and Skirts 6-7
Jewellery and Hair Expectations 8-9
Banned Items 10
Uniform Checks, non compliance and Confiscated Items 11
Academy Equipment 12
PE Kit 12
PE policy: 13
Lost Property 13
Role of the Class Teachers and Support Staff 14
Role of the Learning Managers 14
Role of the Parents/Guardians 14
Complaints Procedure 14
Linked Policies: 14
Equality Impact Assessment 15

Introduction

Our policy is that all children should wear clothing that is in keeping with a purposeful learning ethos. We also believe that certain school activities are facilitated by specialised and appropriate clothing (including organised events outside normal school hours).

Aims

Our policy is based on DfE guidelines and also the belief that a school uniform:

- promotes a sense of pride in the school
- engenders a feeling of belonging
- is practical and distinctive
- identifies the children with the school
- is not distracting in class (as fashion clothing might be)
- makes children feel equal to one another in terms of appearance
- reflects the sense both of community and of diversity that the school takes pride in
- is regarded as suitable, and good value for money, by most parents
- reduces opportunities for bullying to occur

Equalities

All children have equal access to wearing school uniform regardless of their culture, race, religion, gender, disability or ability. We ensure that the set uniform respects other policies such as Equalities and allows for individual sets of circumstances of all groups and individuals. Northampton Academy is committed to creating a positive climate that will enable everyone to work free from racial intimidation and harassment and to achieve their full potential.

Although our Uniform policy does not explicitly detail gender neutral and non-binary uniform options, there is flexibility, and we will discuss your child's needs on a case by case basis, please do contact the school to discuss this further.

Uniform Expectations – Year 7 - 11

All Students

1. **Blazer**: Plain blue Northampton Academy blazer with logo (available from SWI). The blazer must be worn at all times unless permission is given by a member of staff to remove it.
2. **Tie**: Clip-on Northampton Academy **House-coloured tie**. The same House tie must be worn from **Year 7 to Year 11**.
3. **Shirt**: Plain white shirt (short or long sleeved).
    - Shirts must be buttoned up to the collar and tucked into trousers or skirts.
    - Collars must be worn turned down.
    - No visible T-shirts or vests underneath.
    - Polo-style shirts are not permitted.
4. **School Shoes**: Plain black, polishable shoes.
    - No patent leather, trainers, boots, or logos permitted.

Examples of correct shoes are on page 5

5. **Skirt**: Plain black skirt, straight/A-line, pleated
    - Must be made from non-stretch fabric (no legging/Lycra material).
    - Skirt length must be **below the knee** (kneecap in photos on page 6)

Examples of correct skirts are on page 6

6. **Trousers**: Plain black, straight-leg trousers.
    - Trousers must be loose-fitting.
    - No skinny, flared/wide, or tight-fit styles.
    - Stretch, legging, or Lycra-style materials are not permitted.

Examples of correct trousers are on page 7

7. **Socks/Tights**:
    - Plain black socks **or**
    - Plain black tights.
8. **Belt**: Plain unbranded black belt with a small, discreet buckle.
9. **Jumper (Optional)**: Northampton Academy jumper may be worn in addition to the blazer.
    - **Coats**: Plain dark-coloured coat (black, navy, or dark grey only, Khaki).
    - No large logos or patterns.
    - Denim or leather coats are not permitted.
10. **Headscarves**: Must be plain black or dark blue.
    - No patterns, decoration, or embellishments (e.g. sequins).
11. **School bag** for carrying books. This should be able to comfortably fit an A4 folder.

Shoes

School Shoes

School shoes should be black, logo free and polishable.

Some specific styles that are not permitted (this is not an exhaustive list):

- Styles that appear to be more like sports trainers
- Boots
- Suede Shoes
- PATENT leather shoes
- Styles with obvious logos or branding.

If parents are unsure as to whether a particular style will be accepted, they must send a picture of the shoe to the school before purchasing.

Below you will see pictures of correct/incorrect shoes.

Correct Shoes

Kickers Lace Up Shoe

Black Brogues

Black Loafers

Ridged soles.

Incorrect Shoes

Kickers or similar style Low top Trainers

Trainer style

Kickers or similar style high top Trainers

Patent Hi Ankle Kickers

Branded - Adidas

Trousers and Skirts

Please note – trousers/skirts can be purchased from other suppliers/outlets but must be of similar style as below. Skirts can be purchased on our website or this is a suitable alternative below

Inspire Me Womens Skirts 8 Panel Half Elasticated 27 Inch Knee Length Casual Stretchy Flared Work Dress Maxi Skirt Ladies Soft Stretch Pleated Skirt Multiple Colours Girls School Skirt(Grey, 8) : Amazon.co.uk: Fashion

Correct Skirt

Incorrect Skirts

Stretchy material. Too short.

Too short. Length needs to be below the knee

Too short. Length needs to be below the knee

Correct Trousers

Incorrect Trousers

Flared, stretchy material

Skinny fit trousers

Jewellery Expectations

• Students are permitted 1 small **stud** in each ear lobe only. No hoop earrings are allowed.

- A plain watch is permitted (a smart watch is not allowed)
- One bracelet is permitted per wrist. No charm bracelets are allowed- please see below examples of bracelets that are not accepted.

Please be aware that this is not a comprehensive list, and the Academy reserves the right to determine whether a bracelet is appropriate.

- No other jewellery may be worn to school, including necklaces, rings and facial piercings of any kind (e.g. lip/nose/tongue/eyebrow).

Any incorrect Jewellery will be confiscated and an SLT detention will be set.

Nails/ Make Up Expectations

- Nail varnish, nail extensions or acrylic/Gel nails are not allowed.
- Only natural looking make up is allowed.
- Non- natural looking make up will be asked to be removed (e.g. Heavy Mascara, eyeliner, eyeshadow, lipliner, lipstick/gloss)
- Fake eyes lashes are not allowed of any length or style.

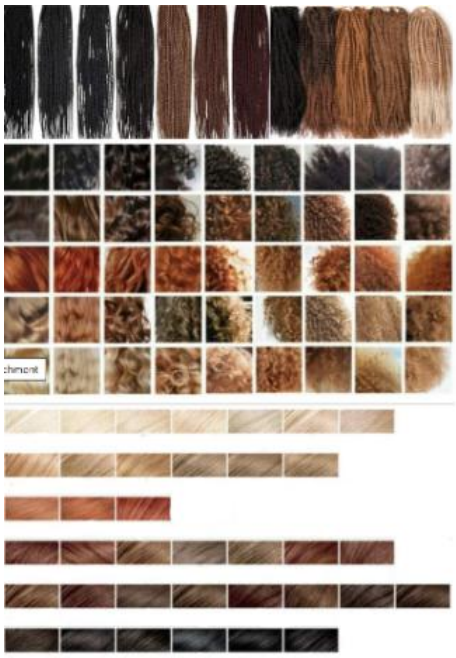
Hair Expectations

- Hair colour should be natural in appearance. Subtle blending, highlights, and tones within a natural colour range are permitted. Hair colour or styles designed to create an extreme contrast, draw significant attention, or include distinct dyed sections or panels (for example, sharply contrasting front sections) are not permitted.
- The hair colours below are examples of ones that are not allowed (red, blue, purple, green, pink).

- Any hair clips or beads should be a natural colour.
- No hair charms to be worn.
- Braids and hair threading must be consistent with the school's hair colour expectations. The colour may differ slightly from the student's natural hair colour, including blended or highlighted tones as long as the overall effect remains within the natural colour range

At Northampton academy we celebrate textured and Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps. In this school, we recognise and celebrate our pupils and teacher's identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on a student's ability to succeed.

- Examples of natural Hair colours:



Banned Items

All our students must be safe and have high standards of dress at all times. For these reasons, the following items are not permitted and should not be worn or bought to the academy. All staff will confiscate such items consistently.

- Hoodies
- Denim/leather jackets
- Coats with inappropriate logos, large logos. Coats should be dark coloured only (navy, dark grey, black)
- Caps are not permitted. ONLY Plain woollen hats may be worn during colder weather when travelling to and from school and during break and lunchtime outdoors, but they must be removed before entering the building.
- Bandanas and combs.
- Tattoos including henna tattoos (Unless a religious celebration)
- Chewing gum
- Energy drinks /Fizzy Drinks/Sports Drinks.
- Drinks in glass bottles or cans.
- Sunglasses
- Smart Watch/Apple watch. This will be confiscated as per mobile phone policy.
- Leg warmers.
- Water pistols
- Laser pens

Other items:

- Only black or navy headbands are allowed.
- Hair bows may be worn in plain black or navy. It must not be so large that they draw undue attention or obstruct the view of other students during lessons.

Uniform Checks and Non-Compliance Procedures

Uniform checks are carried out daily at the student gate on arrival and throughout the school day by Academy staff.

If a student is unable to arrive in full Academy uniform, the following procedures will apply:

Where possible, one of the following actions will be taken:

- The student will be offered a temporary item of uniform from the Academy Boot Room. Any borrowed items must be returned at the end of the school day.
- A parent/carer will be contacted and asked to bring the missing uniform item to the Academy, or to authorise the student to return home to collect it.
    - Please note: if the student does not return within the agreed time, their attendance mark will be recorded as *unauthorised (truancy)*.

If a parent/carer (or other named emergency contact) cannot be reached, and the student refuses to borrow suitable uniform from the Boot Room, the student will be placed in **Internal Reflection** for the remainder of the school day (until 3:15pm, or 4:00pm if Internal Reflection is not completed successfully).

Refusal to attend Internal Reflection will result in a **Fixed Term Suspension** for failure to comply with Academy rules.

The Academy can only provide uniform items that are **appropriate in size and fit**. If a suitable size is not available, the student will be placed in Internal Reflection. This includes, but is not limited to: shoes, trousers, skirts, blazers and shirts.

Full Academy uniform must also be worn when travelling to and from the Academy at the start and end of each school day. Staff on duty before and after school will challenge students who do not meet uniform expectations as they enter or leave the Academy site.

Confiscated Items

Items taken from students during the school day are usually returned at the end of the day. However, where a student persistently brings/uses banned items during school hours, parents may be requested to come to collect the item.

This does not include Mobile phones, electronic devices (including iWatches) or earphones in which we follow our 'See it, Hear it, Take it' protocol.

Unclaimed items are sent to lost property in the reception area at each half term

Academy Equipment

Equipment is also an important part of the school day and as such the requirements are:

Essential Equipment:

- 1 pencil case
- 2 blue or black ink pens to write with
- 1 pencil
- 1 pencil sharpener
- 1 rubber
- 1 ruler
- 1 scientific calculator

Additional helpful equipment includes:

Helpful Equipment:

- 1 small glue-stick
- 1 wipe-able felt tip to use on their mini-whiteboard
- 1 protractor
- 1 compass
- 1 set of colouring pencils
- 1 red pen for peer-assessment
- 1 purple pen for editing work
- 1 set of highlighter

PE Kit

- Academy Blue polo T-shirt with school logo
- Academy Navy shorts or tracksuit bottoms
- Academy Rugby shirt
- For PE lessons, students should have non-marking trainers for indoor sport and either studs or blades for grass pitch sport.

Northampton Academy PE kit	
• Non marking Trainers for indoor sports • Studs/blades for grass pitch sports • APTUS Short sleeve PE top • APTUS 1/4 zip long sleeve training top • APTUS football short • APTUS technical rugby shirt • APTUS training pant • BMB high performance contrast sports socks	• Non marking Trainers for indoor sports • Studs/blades for grass pitch sports • APTUS short sleeve PE top • APTUS long sleeve full zip training top • APTUS football shirt • APTUS female skort • APTUS technical rugby shirt • APTUS training pant • BMB high performance contrast sports socks

***We also recommend students wear shin pads for Football and a mouthguard for Rugby.**

Any other items of sportswear which is not Northampton Academy is not acceptable to wear for PE lessons.

PE policy:

- Students will be given kit from PE supplies to borrow if they do not bring kit.
- Sanctions will be imposed by the PE departments for students who persistently fail to bring kit to school.
- Students who are unable to participate in PE for medical reasons must bring a note but they are still required to bring their kit and change as they can assist with other elements of the lesson.
- No jewellery may be worn during PE.
- Students will always be asked to take earrings out for PE and still participate.
- Students are also expected to wear their hair tied back in order to follow health and safety regulations for the subject.
- We are mindful that students may need to bring belongings into school of which they do not wish to leave in the changing rooms. Therefore, we have provided safes in each changing room that are locked every lesson. It is a student's responsibility to use the safes appropriately.

Lost Property

All clothing should be marked with the student's name. There is a lost property claim at the end of each half term. Items not collected will be disposed of. Unclaimed uniform items will be donated to the school uniform boot room.

Role of the Class Teachers and Support Staff

- To ensure that students are in correct uniform and challenge any infringements. Sanction accordingly.
- The Form tutor will speak to children who do not wear the correct uniform during registration. They are to be referred to their Learning Manager and sanctioned as per behaviour policy for repeated offences.
- Teachers will check uniform upon entry/exit from every lesson and ensure it is appropriate.

Role of the Learning Managers

- The Learning Manager is to ensure that pupils comply with the uniform policy agreed by the governing body.
- The Learning Manager has a duty to enforce the school uniform throughout the school community, as part of the duty within maintenance of day to day discipline in the school.
- The Learning Manager will speak to the parents of children who persistently do not wear the correct uniform.
- The school will follow the DfE guidelines and not consider exclusion from the school where a pupil fails to comply with the school's rules on uniform.

Role of the Parents/Guardians

- To ensure that their child / children adhere to the school's uniform policy.
- Ensure that they come to school in uniform everyday unless there are special circumstances such as non-uniform days.
- To ensure that they have all equipment for the day.
- To support the school in sanctioning students as per policy

We strongly encourage all parents and carers to permanently label their child's uniform with their name

Complaints Procedure

Any parents/carers who wish to make a complaint regarding the uniform can do so by following our complaints policy on the website. The Governing body may get involved in particular cases if a satisfactory outcome is still not reached with the intervention of the Principal.

Linked Policies:

- Behaviour for Learning Policy

Equality Impact Assessment

We have a duty to consider the impact of changes on groups with Protected Characteristics (race, disability, age, sex, sexual orientation, religion or belief, gender reassignment, pregnancy and maternity, marriage and civil partnership). An EIA needs to consider:

- *Would the change impact differentially on pupils/ staff with protected characteristics? Positively or negatively?*
- *How do I know that?*
- *What could I do to mitigate any differential or negative impact?*
- *Is this still the right thing to do?*

WHAT ARE THE OVERALL AIMS OF THE CHANGE? WHY ARE YOU PROPOSING IT?	The aim of this policy is to provide a framework to ensure that the policy has the procedures and guidelines in place to ensure that all stakeholders are fully supported.
GIVEN THE AIMS OF YOUR PROPOSAL WHAT ISSUES DOES YOUR DATA/ INFORMATION HIGHLIGHT?	Everybody is included within this policy, and all groups are given equability in regard to their needs and provisions.
HOW COULD THE PROPOSED CHANGE IMPACT POSITIVELY/ NEGATIVELY ON GROUPS WITH PROTECTED CHARACTERISTICS?	This has a positive impact on all groups with protected characteristics as they are ensured equal treatment and provision based on their needs. Risk assessments may be carried out to ensure that this is the case and provisions maybe altered to accommodate specific needs.
WHAT ACTIONS WILL YOU TAKE TO MITIGATE ANY NEGATIVE IMPACT?	No negative impact to having this policy
IS ANY POTENTIAL NEGATIVE IMPACT JUSTIFIED IN LIGHT OF THE WIDER BENEFITS OF THE PROPOSAL?	No negative impact to having this policy
RECORDING FINAL DECISION	This policy will go to governors for approval

Incorporate any actions identified into overall academy level strategic/ action plans, as appropriate.