

Ascend Learning Trust

School Uniform Policy

Policy Owner: Head of Governance and Compliance
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Version Control

Version	Details	Author	Date
1.0	Policy formation	Jeremy Masson	12 th February 2025
1.1	Local Adaptions	Claire Richardson	March 2025
1.2	Updated to reflect changes to our Uniform and latest DFE guidance	Rob Wood	September 2026

Related Policies

ALT Complaints Policy
ALT Behaviour Policy

Policy Statement

The Ascend Learning trust believes that a school uniform is vital for:

- Promoting the ethos of a school
- Providing a sense of belonging and identity
- Setting an appropriate tone for education.

For the purposes of this policy, “uniform” includes the following elements of pupils’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g non-uniform
- Hairstyles and headwear
- Jewellery and other accessories
- Cosmetics such as makeup and nail polish

This policy lays out the measures that Kingsbury Green Academy has taken to ensure a consistent, fair and inclusive uniform policy, and implement a uniform that reflects the needs of all pupils, is affordable, and provides the best value for money for both the school and pupils’ families.

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 the school and pupils’ families.
- Explain how we will avoid discrimination in line with our duties under the Equality Act 2010
- Clarify our expectations for school uniform

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education. In writing and updating this policy, we have therefore sought to:

- Engage with pupils and parents
- Consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010
- Consider how comfortable the uniform will be for pupils
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather
- Ensure that the uniform is suitable and safe for pupils who walk or cycle to school
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable
- Ensure the policy is easy to access and understand.

Legislation and Statutory Requirements

This policy has due regard to all relevant legislation and guidance including, but not limited to the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation
- Data Protection Act 2018
- Education (guidance around the cost of school uniforms) Act 2021
- DfE Guidance (2021) 'Cost of School uniforms'
- DfE Guidance (2021) 'School Admissions Code'
- DfE Guidance (2024) 'School Uniforms: guidance for schools'
- Equality and Human Rights Commission (2022) 'preventing hair discrimination in schools'
- **DfE (2026), "Cost of school uniforms: statutory guidance", updated 6 July 2026**
- **Children's Wellbeing and Schools Act 2026**

Roles and Responsibilities

The Board of Trustees is responsible for:

- Setting a trust wide approach to school uniform that is in line with statutory guidance and legislative requirements.
- Ensuring overarching principles about accessibility and inclusivity of school uniforms across trust schools, ensuring adherence to legal requirements.
- Ensuring that uniforms at schools within the trust are accessible and affordable
- Demonstrating in this policy how best value for money has been achieved
- Ensuring compliance with the DfE's cost of school uniforms guidance
- Agreeing support for the cost of school uniforms in line the trust financial policies and practices.

The **Local Governing Body** is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values and that is in line with the trust wide approach set up by the board of trustees
- Ensuring that the school's uniform is accessible, inclusive and does not discriminate or disadvantage any pupil because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of stakeholders regarding changes to the school's uniform.
- Will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money.

The **Headteacher** is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy

- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the local governing body.
- Approving any exemptions to school uniform arrangements on a case by case basis.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times
- Where appropriate to their role, disciplining pupils who are in breach of this policy
- Ensuring that pupils understand why having a consistent and practical school uniform is important e.g. sense of belonging and school identity.

Parents/Guardians are responsible for:

- Providing their children with the correct school uniform as detailed in this policy
- Informing the Headteacher if their child requires an exemption to the uniform rules for a period of time, with a qualifying reason
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the Headteacher has granted an exemption, which extends to on the school premises, travelling to and from school and at out-of-school events or on trips that are organised by the school and/or where they are representing the school
- Looking after their uniform as appropriate
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

Cost Principles

Kingsbury Green Academy will develop its uniform policy in relation to the following starting principles:

- The school will seek to ensure that the uniform is affordable. In so doing, the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.
- The school will seek to keep the use of branded items to a minimum.
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- The school will seek to ensure that second hand uniforms are available for parents to acquire.

In accordance with the 'school admissions code,' the headteacher will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child. We understand that items with distinctive characteristics (e.g. branded items) cannot be purchased from a wide range of retailers and that requiring such items limits parents/carers' ability to 'shop around' for a low price.

Therefore, the school will assess the overall cost implications of its uniform policy regularly, including prior to any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents
- Parents with multiple children who are, or will be in the future, pupils at the school

- Parents of younger children, as they are likely to grow more quickly and require new sets of uniform more frequently
- Parents of pupils with protected characteristics that may impact their ability to access the uniform
- Looked after or post-looked after children.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day. The school will keep variations in school uniform for different groups of pupils, e.g. year group specific items, to a minimum to ensure that pupils can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

From 1 September 2026, Kingsbury Green Academy will comply with the statutory limit on compulsory branded school uniform and PE kit. As a secondary school, the Academy will require no more than three different compulsory branded items, or no more than four where one of those items is a school tie. This limit applies across school uniform and PE kit collectively.

The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element. Where the school requires an item of branded clothing, it will assess how prices can be kept as low as possible and put measures in place to facilitate this. This may include:

- Offering sew or iron-on logo patches for blazers and jumpers that can be bought at non-specialist retailers, instead of requiring specific branded jumpers.
- Ensuring branded items are longer-lasting and unlikely to be worn out quickly, e.g. ties
- Making donated second hand uniform available for purchase at a lower price.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that best value for money is secured through reputable suppliers.

The Academy will prioritise cost and value for money in its supply arrangements and will avoid exclusive single-supplier arrangements except where these can be justified in accordance with DfE statutory guidance. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements.

The school will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

Equality Principles

Kingsbury Green Academy takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform that is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

Where a school is consulting on changes to school uniform, it will seek to gather the views and ensure advice is sought specifically from pupils, and parents/carers of pupils, who are from a range of protected characteristics.

Parent's concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the Headteacher.

Sex and gender reassignment

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the cost principles section of this policy
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not holding pupils of different genders to different uniform standards, e.g. banning certain hairstyles for only one gender.

Kingsbury Green Academy will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender.

Religion and belief

To avoid disproportionality impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

Race

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles to a pupil's ethnic origin e.g. Afro hairstyles
- Not banning hairstyles worn because of cultural family and social customs e.g. cornrows
- Not banning head covering related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on 'preventing hair discrimination in schools.'

SEND and Medical Conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams
- Allowing variations to the standard uniform for pupils whose medical conditions may

impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair-loss conditions who wish to wear head coverings.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted where possible.

The school will ensure that it works with a supplier that acts in accordance with the school's values and principles on equality and inclusion.

Complaints and Challenges

The current uniform policy will be published prominently on the Academy website and made accessible to current and prospective parents. The published information will clearly distinguish compulsory, optional, branded and generic items and provide information about suppliers, second-hand uniform and financial assistance

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's complaints procedure and policies.

The school will refer individuals who wish to complain to the Complaints Policy and request that they follow the procedures outlined therein.

School Uniform Supplier

Kingsbury Green Academy's current school uniform supplier is:

Stitch-A-Logo
12 Glenmore Business Park
Colebrook Way
Andover
Hampshire
SP10 3GQ

Telephone number: 01264 351 515

Website stitch-a-logo

The local governing body will work with the Headteacher to ensure that items are procured as cheaply as possible without compromising on the quality and will be able to demonstrate how best value for money has been achieved.

If the school is considering changing its supplier and seeks a list of available suppliers, it will consider the following options:

- Consulting an industry body
- Researching local suppliers
- Consulting with other schools and networks, including other schools that form part of the multi-academy trust
- Having informal discussions with potential suppliers to help determine the school's own needs

If the school prepares to request bids from potential suppliers, it will consider the following elements:

- What products parents will need
- Existing contractual commitments
- Length of tender process

All schools in the Ascend Learning Trust will use the DfE's procuring uniform supplies template documents to ensure that they undergo the procurement process correctly. The templates consist of an invitation to tender, a request for quotation, and a pricing schedule.

Schools will use the invitation to tender template to ask questions of suppliers. Schools will then use the pricing schedule to ask suppliers to submit their prices.

Uniform Assistance

Kingsbury Green Academy will support disadvantaged families in meeting the cost of uniforms.

Families eligible for free school meals may receive financial assistance towards the cost of school uniform, normally up to 50% of the cost. The level of assistance will be determined according to individual circumstances.

To request assistance, parents/carers should contact their child's Head of Year. For students joining the school in the next academic year, they must contact the current Year 7 Transition Lead.

Second-hand uniform

The school makes good-quality second-hand uniform available to families throughout the year.

Donated items may be made available for purchase at a significantly reduced cost or, where appropriate, provided free of charge. Families requiring support with the cost of school uniform are encouraged to contact the school confidentially. Details of how to access second-hand uniform are available to all current and prospective families.

Non-Compliance

Any breach of the uniform policy will be addressed proportionately and fairly in accordance with the Academy's Behaviour Policy. Before disciplinary action is taken, staff will consider whether there are reasons for non-compliance outside the pupil's control, including financial hardship, SEND, disability, medical needs, religious requirements or other relevant individual circumstances. Appropriate support or reasonable adjustments will be considered where necessary.

School Uniform

Kingsbury Green Academy's school uniform is as follows

New uniform Students starting from September 2026
• Navy Blue KGA V Neck Jumper • White polo shirt (non-branded) * • Grey school trousers* or KGA tartan skirt • Note if choosing trousers these must be full length, tailored-style, smart trousers. They should be straight from the knee downwards (no skinny jeans, denim, patch/combat pockets, double side seams, or studded pockets) • All black leather trainers (no coloured markings/logos or fabric) or black school shoes*

Old Uniform

Students Who Started Prior to September 2026 may choose to wear items from the new uniform alternatively the older uniform is as follows**

- **Grey KGA V Neck Jumper**
- White school shirt that must be worn with a tie* (students who do not wish to wear a tie must wear a white polo shirt)
- **KGA school tie**
- Grey school trousers* or **KGA tartan skirt**
- Note if choosing trousers these must be full length, straight from the knee downwards (no skinny jeans, denim, patch pockets, double side seams, or studded pockets)
- All black leather trainers (no coloured markings/logos or fabric) or black school shoes*

PE kit

- **KGA Polo Shirt**
- **Either KGA shorts, Leggings or tracksuit bottoms (only one of these is compulsory)**
- **KGA hooded sweatshirt (optional):** Can be worn on PE days with the KGA PE kit and is recommended in colder weather. However, jackets are available to borrow during outdoor PE lessons, students may also choose to wear a non-branded base layer under their PE top if an extra layer is needed.

*Items marked with a star are non-branded items and can be purchased from a high street retailer or supermarket. Students have a generic trouser option and no pupil is required to own/wear the school skirt.

** From September 2026 it will only be possible to purchase new branded items from the supplier, Stich-a-Logo. The older style skirt, grey jumper and PE kit are no longer available to purchase.

Compulsory branded items

To summarise, our compulsory branded items are as follows

1. KGA V-neck jumper
2. KGA PE polo shirt
3. One KGA PE lower-body item: shorts, leggings or tracksuit bottoms
NB the KGA skirt is not compulsory, grey trousers can be worn as an alternative

Regulations concerning Make-up, Hair and Jewellery

Make-up

Make-up must be natural and discreet, including eyelashes. We recognise there is a difference between make-up to either cover skin (which can positively contribute to a feeling of self-confidence) or to boost confidence, as opposed to prominent, noticeable make-up applied to the skin, lips or eyes. Therefore, no heavy or excessive make up e.g. dark brows, thick eyeliner, false eyelashes, bright eye shadow or bright lipstick is permitted.

Nails and Nail Polish

Nail polish must be natural colours only, no brightly coloured, patterned or displaying adornments are permitted. Nails must be of reasonable length and not shaped sharply, this is for health and safety reasons and to enable students to fully participate in practical activities including PE. This also enables students to hold a pen using the correct tripod grip to ensure handwriting is neat and legible.

Hair colorings/styles

Students are permitted to have some colour in their hair. However, hairstyles should be appropriate for the school environment and must not create a health and safety concern or prevent a student from participating safely and fully in lessons. The Academy reserves the right to address hairstyles that are deliberately designed to cause significant distraction or disruption to learning.

The Academy recognises and respects hairstyles associated with a student's race, ethnicity, culture, religion or belief and will not discriminate against students because of hair texture or culturally significant hairstyles.

Jewellery

For health and safety reasons, earrings must be simple stud earrings only; hoops and dangling earrings are not permitted. Only one small nose stud is permitted - nose rings are not permitted. No other facial piercing are permitted including eyebrow rings, tongue piercings, septum piercings etc.

Outdoor coats/tops

Pupils should wear a waterproof winter coat to and from school in colder and wet weather. Students who are

walking to and from school in the dark are encouraged to wear outdoor clothing in which they can be seen by motorists especially if it is raining. However, students must ensure they remove their coat and any other outdoor items when in their classrooms.

Fashion hats and caps must not be worn while in school uniform. This does not apply to head coverings worn for religious, cultural, medical, SEND or other agreed individual reasons. The school PE hooded sweatshirt must only be worn for PE lessons. It is not permitted on non-PE days.

Shoes

School shoes or black trainers must be worn when wearing uniform and these must be waterproof, black, sensible, plain, leather low-heeled footwear (NOT boots, sandals, Crocs, cloth or canvas shoes of any type). No alternative colour or coloured markings are permitted