



King's Group Academies

UNIFORM POLICY

Approved by:	Trustees	Date:	April 2026
Maintained by:	Head Teacher Forum	Next review due:	April 2029



Contents

1. Purpose and Scope	2
2. Legal and Statutory Responsibilities	2
3. Trust-Wide Uniform Principles	2
3.1. Affordability	2
3.2. Minimising Branded Items	2
3.3. Supplier Requirements	2
3.4. Second-Hand Uniforms	3
3.5. Equality, Diversity and Inclusion	3
3.6. Practicality, Comfort and Safety	3
3.7. Behaviour and Responsibility	3
3.8. Communication	3
4. Governance and Review	3
5. Monitoring and Communication	3
[Insert Academy Name] Policy Local Information Form	4
General Information	4
1. Required Uniform Items	4
2. PE Kit Requirements	4
3. Optional Uniform Items	4
4. Appearance Expectations	4
5. Supplier Information	4
6. Second-Hand Uniform Provision	5
7. Support for Pupils and Families	5
8. Non-Compliance and Supportive Measures	5



1. Purpose and Scope

- 1.1. This Uniform Policy sets out the principles and expectations for pupil uniform across all Academies within the Trust.
- 1.2. The purpose of the policy is to:
 - Promote a collective identity and sense of belonging across the Trust
 - Support a calm, safe and focused learning environment.
 - Reduce peer pressure relating to appearance.
 - Ensure fairness, consistency and inclusivity for all pupils.
- 1.3. This policy applies to all pupils during the Academy day, on their journey to and from the Academy, and during all Academy-organised activities unless specified otherwise.
- 1.4. Individual Academies must not alter or adapt the Trust-wide principles. Instead, each Academy will publish a **local uniform Local Information Form** that provides setting-specific details while remaining fully compliant with this Trust-approved policy.

2. Legal and Statutory Responsibilities

- 2.1. The Board of Trustees is the responsible body for the Trust-wide Uniform Policy.
- 2.2. The Local Governing Body should approve any local Local Information Forms.
- 2.3. This policy is written in line with:
 - DfE statutory guidance on the cost of school uniforms (2021).
 - The Education (Guidance about Costs of School Uniforms) Act 2021.
 - The Equality Act 2010.
 - Relevant human rights and safeguarding legislation.
- 2.4. Uniform requirements must not disadvantage any pupil. Academies must ensure that expectations remain **inclusive, accessible and affordable**.
- 2.5. This policy will be publicly available on the Trust website and referenced on each Academy's website.

3. Trust-Wide Uniform Principles

3.1. Affordability

- A uniform must be reasonably priced, durable, and accessible to all families.
- Costs must not prevent any pupil from attending or participating fully in Academy life.

3.2. Minimising Branded Items

- Branded items (including PE items) should be kept to an **absolute minimum**, 3 or fewer for primary and 4 or fewer for secondary (one must be a tie).
- Wherever possible, **generic/plain** items that can be purchased from multiple retailers must be permitted.
- Logos should be required only where essential (e.g. blazer or jumper if aligned with Academy identity).

3.3. Supplier Requirements

- Supplier arrangements must demonstrate value for money and high standards of quality.
- Where single-supplier arrangements exist, they must be periodically reviewed and re-tendered in line with procurement expectations.
- Academies must not enter supplier agreements that contradict Trust expectations.



3.4. Second-Hand Uniforms

Each Academy must facilitate access to **good quality second-hand uniform**, for example through:

- Uniform recycle/swap shops
- Preloved uniform sales
- Partnerships with community groups

Information about second-hand uniform access must be published annually.

3.5. Equality, Diversity and Inclusion

Uniform expectations must:

- Avoid discrimination on any protected characteristic.
- Allow for reasonable adjustments for disability, sensory needs, or medical requirements.
- Respect religious belief and cultural expression where uniform colours and safety guidelines allow.
- Be inclusive and non-gendered: all pupils may choose from the full range of uniform items.

3.6. Practicality, Comfort and Safety

Uniform should:

- Be practical for learning, play, movement and the Academy environment.
- Allow safe participation in daily activity, including walking/cycling to the Academy.
- Ensure PE clothing meets appropriate standards of comfort and hygiene.

3.7. Behaviour and Responsibility

- Pupils are expected to wear their uniform correctly and with pride.
- Staff should challenge non-compliance sensitively and supportively, recognising that some pupils may experience barriers to accessing uniform.
- Staff should also reference the Behaviour Policy for non-compliance, if appropriate.

3.8. Communication

Academies must:

- Communicate uniform expectations clearly and annually.
- Ensure that families are informed well in advance of any uniform changes (minimum one academic year's notice for any change with financial impact).

4. Governance and Review

- 4.1. The Board of Trustees is responsible for approving the Trust-wide Uniform Policy.
- 4.2. Each Academy's Local Governing Body is responsible for reviewing and approving its **Academy-specific Uniform Local Information Form**, ensuring alignment with this policy.
- 4.3. The Trust will undertake a review every **three years**, or earlier if statutory guidance changes.
- 4.4. The Trust may gather feedback from pupils, families and staff in reviewing the effectiveness, affordability and inclusivity of uniform expectations.

5. Monitoring and Communication

The Academy will:

- Publish updated uniform information annually.
- Provide adequate notice of changes.
- Monitor the impact of uniform expectations on pupils and families.



[Insert Academy Name] Policy Local Information Form

General Information

Academy Lead for this Policy: [Insert Name/Role, e.g., SENCo, Careers Leader, or Attendance Lead].

Date Approved by Local Governing Body (LGB): [Insert Date].

Next Review Date: [Insert Date — usually annually or every three years depending on the policy]

1. Required Uniform Items

(Clearly list each compulsory item and the colour required. Indicate if branding is required or optional. Branded items must be limited to 3 or less for Primary and 4 or less for Secondary (one must be a tie). These requirements include PE items.)

- Blazer: _____
- Jumper/Cardigan (if applicable): _____
- Tie (if applicable): _____
- Shirt/Blouse: _____
- Trousers: _____
- Skirt: _____
- Dress (optional): _____
- Shoes: _____
- Outdoor Coat: _____

2. PE Kit Requirements

(Specify required and optional items for PE and sports participation, including colour. PE items are included in the above branded requirements.)

- PE Top: _____
- Shorts/Leggings/Tracksuit: _____
- Footwear (trainers, boots, etc.): _____

3. Optional Uniform Items

(Fleeces, hats, bags, summer items, etc.)

- _____
- _____

4. Appearance Expectations

(Hair, jewellery, makeup — must remain non-discriminatory and in line with Trust principles.)

- _____

5. Supplier Information

(List approved supplier(s) and generic alternatives.)

- Approved supplier: _____
- Generic items can be purchased from: _____



6. Second-Hand Uniform Provision

(Describe how families can access second-hand items.)

- _____

7. Support for Pupils and Families

(Financial support, hardship fund access, confidential contact routes.)

- _____

8. Non-Compliance and Supportive Measures

(How staff address issues respectfully and appropriately.)

- _____