



School Uniform Policy

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| Owner | Assistant Principal: Behaviour |
| Reviewed by Local Governing Body | March 2026 |
| Next Review: | February 2027 |

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Statement of intent

St Peter's Collegiate Academy believes that a consistent school uniform policy 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 students' 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 the academy has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all students, is affordable, and provides the best value for money for both the academy and students' families.

We believe that students 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 sought to:

- Engage with parents and students.
- Consider how this policy might affect groups represented in the academy, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for students.
- 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 students who walk or cycle to the academy.
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

1. Legal framework

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 (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following academy policies:

- Complaints Procedures Policy
- Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- Tendering and Procurement Policy

2. Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the Principal and academy community, a practical and smart school uniform that accurately reflects the academy's vision and values.
- Ensuring that the academy's uniform is accessible, inclusive, and does not disadvantage any student because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, students and the wider academy community regarding changes to the academy's uniform.
- Ensuring that the academy's uniform is 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.
- Processing and approving all eligible School Uniform Assistance Application Forms.
- Ensuring compliance with obligations under the Human Rights Act 1998 and the Equality Act 2010

The Principal is responsible for:

- Enforcing the academy's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a student is in breach of the policy.
- Listening to the opinions and wishes of the academy community in regard to the academy's uniform and making appropriate recommendations to the governing board.
- Providing students with an exemption letter as appropriate, e.g. for a student who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

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

Parents are responsible for:

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

Students are responsible for:

- Wearing the correct uniform at all times, unless the Principal has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the academy, e.g. academy identity and community.

3. Cost principles

The academy will develop its uniform policy in relation to the following starting principles:

- The academy will seek to ensure that the uniform is affordable. In so doing, the academy 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 academy.
- The academy will seek to keep the use of branded items to a minimum.
- The academy 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 academy will seek to ensure that second-hand uniforms are available for parents to acquire. Information on second-hand uniforms will be published on the academy's website.

Principles in practice

In accordance with the 'School Admissions Code', the Principal will ensure that the academy's uniform requirements do not discourage parents from applying for a place for their child.

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

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, students at the academy.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of students with protected characteristics that may impact their ability to access the uniform.
- LAC and PLAC.

The academy will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a student, 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 academy in clean uniform every day.

The academy will keep variations in school uniform for different groups of students, e.g. year group-specific items or house colours, to a minimum to ensure that students can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

The academy will keep branded uniform items to a minimal level that is reasonable for all members of the academy community. The academy 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 academy 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.
- Encouraging donations of second-hand uniform items to utilise as necessary.
- Providing an option to spread the cost of uniform for items that the academy has provided for students.

The academy 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 students, and that the best value for money is secured through reputable suppliers.

The academy will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The academy will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the '[School uniform supplier](#)' section of this policy.

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

4. Equality principles

The academy takes its legal obligation to avoid unlawfully discriminating against any student very seriously.

In line with the above, the academy will aim to ensure that its uniform policy is as inclusive as possible so that all students can access a school uniform which 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.

The academy will ensure that parents and students are consulted over any changes to school uniform, and that, where appropriate and with students' consent, views and advice are sought specifically from students, and parents of students, who:

- Are gender questioning.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the Principal and governing board, and always in accordance with the academy's Complaints Procedures Policy.

Information on how the academy ensures its uniform policy does not discriminate against students with specific protected characteristics is outlined below.

Gender

To avoid disproportionately impacting students of a certain gender, the academy 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 students of a certain gender to buy additional uniform, e.g. by requiring female students to buy both trousers and skirts - the academy's uniform items are not gender specific.

- Not indirectly requiring students of a certain gender to buy additional uniform, e.g. by offering football in PE to only male students and requiring they buy football boots to participate.
- Not holding students of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The academy will implement a gender-neutral uniform, meaning that students will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the '[School uniform](#)' section of this policy regardless of the legal sex recorded on the academy's records. Transgender students are supported to access the uniform that best reflects their gender expression.

Religion and belief

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

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

Race

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

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

The academy 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 students with SEND or medical conditions, the academy will ensure its uniform policy takes into account the needs of these students. This includes:

- Ensuring the academy uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for students whose medical conditions may impact how they dress, e.g. students with casts who require loose-fitting clothing or students with hair loss-related conditions who wish to wear head coverings.

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

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

5. Complaints and challenges

The academy will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the academy's Complaints Procedures Policy.

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

When a complaint is received, the academy will work with the complainant to arrive at a mutually acceptable outcome.

The academy has an agreed procedure in place with its uniform supplier to deal with complaints about the supply and quality of uniforms.

In considering a complaint, parents should be aware that teachers can sanction students for breaching the academy's rules on appearance or uniform. The academy expects this to be carried out in accordance with the academy's published behaviour policy. The academy aims to deal with student non-compliance in a proportionate and fair way.

6. Academy uniform supplier

The school's current school uniform suppliers are:

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|---|---|---|
| Lads and Lasses 50b Warstones Road Wolverhampton WV4 4LP 01902 334650 | Ron Flowers Sports 28 Queen Street Wolverhampton WV1 3JW 01902 439490 | Crested School Wear Units 26/27 Wulfrun Shopping Centre Wolverhampton WV1 3HG |
|---|---|---|

7. Uniform assistance

The academy will hold second-hand school uniforms; access to these uniforms will be made available upon request made to the Heads of Year.

Parents will be invited to donate their child's uniform when they no longer need it.

8. Non-compliance

Staff will be permitted to discipline students for breaching this policy, where relevant to their role, in accordance with the academy's Behaviour Policy.

The Principal, or a person authorised by the Principal, will contact parents to request that relevant items are brought into school. Where possible, staff will seek to remedy the problem by providing a spare item in exchange for an item that can then be swapped back at the end of the day.

Where instructions regarding uniform are not complied with, the academy reserves the right to isolate students until the uniform problems are rectified.

9. School uniform

Clothing

Students who are wearing skirts will also be required to wear black tights. Black jeans will not be permitted.

The academy will not consider trainers or high heels suitable school shoes.

Parents are responsible for ensuring their child brings their PE kit to the academy when needed.

Bags

Students must use an appropriately-sized waterproof bag to carry their books and equipment. It must hold A4-sized workbooks comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases will not be permitted.

The academy will discourage students from bringing valuable bags to the academy. The academy will not be liable for lost or damaged school bags.

Hairstyles and headwear

The academy reserves the right to make a judgement on whether a student's hairstyle, hair colour or headwear is inappropriate for the academy environment; however, the academy will ensure that any such judgements do not discriminate against any student by virtue of their protected characteristics. Each individual student's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the academy's Complaints Procedures Policy.

Students with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

Students wearing excessive makeup will be required to remove it.

10. Adverse weather

All students will be advised to wear weather-appropriate clothing.

Students will be advised not to wear any jumpers or blazers during heatwaves. If outside during break times, students not wearing sun-safe clothing will be advised to stay in an area protected from the sun.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when outside.
- Trousers, or skirts and thick tights.

11. Labelling and lost property

Parents will be advised to ensure that all students' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be taken to the lost property box outside the finance office. All lost property will be retained for one month and will be disposed of if it is not collected within this time.

12. Non-uniform days and personal items

When planning non-uniform days, the school will consider:

- Any impact it may have on attendance.
- The expectations on appropriate clothing.
- The Behaviour Policy.
- The ability of pupils from low-income families to fully take part, e.g. where costumes or dressing up are involved.
- That participation should not be dependent on parents or pupils making a financial contribution.

Our school is committed to maintaining a safe, inclusive, and politically neutral educational environment where student learning remains the primary focus. To support this goal, we expect all members of our community to wear attire appropriate for a school setting and free from distractions. Clothing, accessories, and personal items must not feature profanity, offensive imagery, or any messaging that promotes discrimination or causes disruption. Furthermore, to uphold our stance on political impartiality, we strictly prohibit items displaying explicit political messaging, partisan slogans, or campaign materials on campus.

13. Monitoring and review

This policy was reviewed in March 2026 by the local governing body and the Principal. The next scheduled review date for this policy is February 2027

The academy will engage with parents and students when reviewing this policy.

Any subsequent changes to this policy will be communicated to all staff, students, parents and other relevant stakeholders.

Appendix 1: Uniform and Equipment Information

A blazer or v-neck jumper with the St Peter's logo must be worn. Students may choose **either or both**. No hoodies or sweatshirts can be worn with or instead of these items.

- Plain black V neck jumper with school badge - No hoodies, sweatshirts or PE kit.



- Black school blazer with school badge.



- Plain white shirt




- School Tie



- **Either** - Plain black formal trousers (No leggings, jeans or skinny fit are allowed). These must be worn with plain black socks. Through hot weather periods, smart, tailored shorts can be worn instead. (Again, no denim, jersey or 'lycra' material.)

| Allowed | Not Allowed |
|--|--|
|  |  |

- Or – Plain, black, pleated school skirt.

| Allowed | Not Allowed |
|---|--|
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| Allowed Plain black, polishable, shoes. | Not Allowed |
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| <ul style="list-style-type: none">● Headwear for religious reasons only – e.g. Patka/Turban/Hijab – Must be plain black. |
| <ul style="list-style-type: none">● A warm coat, water/showerproof recommended. |

Please ensure that all items are clearly labelled in case they are misplaced.

A smart, professional appearance is required at all times:

- Shirts must be neatly tucked in
- Top buttons should be fastened and ties must be done up over the top button
- Discreet make-up is allowed
- Nail varnish, false nails are not allowed, nails should be short and clean, for health and safety reasons.
- False eyelashes are not permitted
- Facial/tongue piercings are not permitted
- We allow a plain metal stud earring in the lobe of each ear and a traditional wristwatch. No smart watches or other jewellery is allowed.
- A warm, preferably waterproof coat is recommended, but must be removed in classrooms.
- Hats are not permitted in the school building
- Long hair must be tied up for PE and DT for Health and Safety purposes.

We will endeavour to remedy any uniform issues in school so that pupils can engage fully in learning. We will provide spare items of uniform as required. However, we may ask for parental support when items need to be brought into school. Failure to comply with instructions regarding uniform will result in sanctions being applied. Items which are not permitted will be confiscated and should be collected from Reception at the end of the school day.

PE Kit Required:

- Navy blue polo t-shirt with ***school logo***
- Long-sleeved navy-blue tracksuit top with ***school logo***
- Navy shorts, skort, leggings or tracksuit bottoms.
- Navy blue football socks or white ankle socks
- Trainers
- Football boots
- Shin Pads
- ***Optional*** base layer underneath the school PE kit of white, grey, black or blue may also be worn.
- To avoid any potential injury, all jewellery must be removed while students take part in PE and Karas must be covered with a sweat band.