



THE  
**BRIAN CLARKE**  
CHURCH OF ENGLAND ACADEMY

---

# UNIFORM POLICY

---

Approved by	Local Governing Committee
Date approved	Spring 2026
Review date	Spring 2028

## Contents

1. Policy Statement .....	1
2. Equality Act 2010 .....	1
3. Uniform requirements .....	1
3.1 Standard items .....	1
3.2 PE kit.....	2
3.3 Seasonal Considerations .....	2
3.4 Jewellery, Hair, Cosmetics and Piercings .....	2
3.4.1 Jewellery / Belts.....	2
3.4.2 Hair .....	2
3.4.3 Cosmetics.....	3
4. Expectations of Parents and Carers .....	3
5. Expectations of Students .....	3
5.1 Timetable Consideration .....	3
5.2 Representing the School .....	3
5.3 Non-adherence to the Policy .....	3
5.4 Lost Property.....	4
6. Uniform Costs .....	4
6.1 Affordability Considerations .....	4
6.2 Second-hand Items.....	5
6.3 Hardship Fund .....	5
7. Uniform Supplier.....	5
8. Governance.....	5
9. Cross References.....	5
Appendix 1 – Visual Uniform Expectations for Brian Clarke Academy 2025-26.....	6

## 1. Policy Statement

At Brian Clarke we have extremely high expectations of our students in all aspects of behaviour. These expectations extend to our high standards around uniform.

Our students must look smart at all times both in and around the school grounds and when in the community, recognising that they are our ambassadors for our school.

There is a visual uniform guide for parents at the end of this policy.

## 2. Equality Act 2010

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

To avoid discrimination, at Brian Clarke, we will:

- Avoid listing uniform items based on sex, to give all students the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender.
- Make sure that our minimum uniform costs are the same for all students.
- Allow students to request changes to swimwear for religious reasons.
- Allow students to wear headscarves and other religious or cultural symbols.
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with their form tutor, who can answer questions about the policy and respond to any requests.

## 3. Uniform requirements

### 3.1 Standard items

Items marked with \* are our **compulsory branded items (4)** available from our uniform supplier (see section 7). Other items may be purchased from any retailer but must meet the specification detailed below and in the visual guide (see Appendix 1)

- \*Black blazer embroidered with the school badge
- \*Thin stripe tie 52".
- Grey skirt in a 2 pleated back and front style (not straight). No other designs are acceptable, and skirts must not to be rolled up. Whilst the style of the skirt is mandatory, the skirt as a uniform item is not: trousers are permitted for all students.
- Plain mid grey conventional trousers. No jean, leggings, skinny fit trousers, flares, tight fitting trousers or tracksuit bottoms. Jeans are defined as trousers with patch pockets and rivets. Trousers should not trail on the floor.
- Skirts must be worn with white ankle socks or black tights.
- Trousers must be worn with plain dark grey, black or navy socks.
- Plain black V-neck jumper to be worn under the blazer for the cold winter months.
- Plain white long or short sleeved shirt. Shirts must be tucked into skirts or trousers at all times.
- Plain black shoes with no motifs (trainers, boots and pumps are not suitable).
- Hijabs, scarves, turbans, crowns and top knots, worn for religious reasons, must be plain black and well secured.
- Outdoor coat in predominantly blue, grey, black or similar dark colour. Discreet branding will be permitted however large motifs on coats are not acceptable. Denim, leather jackets or hoodies are not acceptable.

- Coats must be taken off before entering the school building.
- School bag for books and PE kit.

### 3.2 PE kit

- \*Burgundy Brian Clarke Training t-shirt.
- \*Black Brian Clarke quarter zip training top.
- Plain black Jogging bottoms (not branded, no leggings or flares)
- Plain black shorts (not branded, no cycling shorts)
- Black sports socks.
- Outdoor trainers suitable for sports (no baseball boots/pumps)
- Plain black sports hijab

### 3.3 Seasonal Considerations

A black long sleeved and/or legging style base layer may be worn under the regulation PE kit during the colder months.

In the case of severe weather when boots are worn for the journey to and from school a pair of shoes should be brought to change into when inside school.

Coats must not be worn in the school building and must be kept in a bag whilst indoors.

Blazers must be worn at all times but during exceptionally hot weather permission may be granted to remove blazers by the Headteacher.

### 3.4 Jewellery, Hair, Cosmetics and Piercings

#### 3.4.1 Jewellery / Belts

- Other than a wristwatch, no jewellery (including earrings) are permitted. Smart Watches are not permitted.
- Parents and young people should be aware that the law does not allow children under the age of 16 to give their consent for intimate piercings.
- Students will be asked to remove any non-permitted jewellery immediately.
- The school does not take responsibility for the loss or damage of any jewellery, including wristwatches, brought onto the school site.
- Belts worn with trousers must be black and have a small buckle. Branded buckles are not permitted.

#### 3.4.2 Hair

- Hair should be smart and appropriate for school.
- For reasons of health and safety hair that meets the shoulder must be tied back.
- Extreme\* hairstyles are not permitted (e.g closely shaven heads). There must be no patterns, tramlines or undercuts.
- Hair must be within their natural colour range.
- Students must wear plain black or navy hairbands/ bobbles
- No other hair accessories are permitted, apart from beads in braided hair as part of a protective hairstyle – these should be clear/blue/black
- Hairstyles linked to cultural heritage are permitted at the discretion of the Headteacher, where necessary in consultation with faith or cultural leaders.

*\*The School is the arbiter of what is considered “extreme”. If in doubt, contact the School.*

### 3.4.3 Cosmetics

- Body art and tattoos are not allowed throughout the school. The Tattooing of Minors Act 1969 makes it illegal for anyone to tattoo a young person under the age of 18.
- Students are not permitted to wear make-up.
- We do not permit false nails, nail varnish or false eyelashes.

## 4. Expectations of Parents and Carers

We expect our parents and carers to support us at all times in relation to upholding our high standards. Parents are responsible for ensuring that their child has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with their child’s name
- In good condition

We encourage parents and carers to donate any outgrown or leavers’ uniforms to the school if it is clean and in good condition. By doing this, we can offer these items to other Brian Clarke families as second-hand items and help to maintain affordability for all.

Parents should contact their child’s Head of Year in the first instance if they would like to raise any issues regarding uniform.

Any parental disputes about uniform will be resolved locally and by mutual agreement where possible. Parents have the right to raise any unresolved issues to the Headteacher via the complaints policy.

## 5. Expectations of Students

### 5.1 Timetable Consideration

Curriculum time is precious. When students have PE or a sporting co-curricular, students are to come to school in their PE kits. This does not apply to extra-curricular.

### 5.2 Representing the School

Students are expected to wear the correct uniform at all times whilst:

- On the school premises
- Travelling to and from school
- Attending out-of-school events, school trips and anywhere else where they are representing the school unless informed otherwise by the trip / event leader

Parents/carers should contact their child’s Head of Year if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### 5.3 Non-adherence to the Policy

Staff will closely monitor students to ensure that they are in the correct uniform, every day.

Where it is deemed a student is not in the correct uniform or where their general appearance does not fall in line with policy, this may be dealt with in a number of ways which may include:

- Uniform card signing
- Detention
- Social time exclusion
- Uniform report

- Parental contact
- Internal exclusion
- Substitute uniform

The Headteacher reserves the right to send home any student who is deemed to be inappropriately dressed or presented for school.

In cases where it is suspected that financial hardship has resulted in a student not complying with uniform policy, staff will take a mindful and considerate approach to resolving the situation.

#### 5.4 Lost Property

Students are responsible for collecting their own lost property. Where items are clearly labelled with a name tag, students will be contacted to collect. Any lost property not claimed within six weeks of being handed in will be cleaned and offered out as second-hand uniform or donated to charity.

## 6. Uniform Costs

### 6.1 Affordability Considerations

We have a duty to ensure that our uniform is affordable, in line with statutory [guidance](#) from the Department for Education, we have limited the number of compulsory branded items of uniform to 4 items (one of which is the school tie).

We understand that items with distinctive characteristics (such as branded items and items which are only available from our uniform supplier) cannot be purchased from a wide range of retailers and that requiring many such items limits parents' ability to shop around for a lower price.

We therefore ensure that our uniform:

- Is available at a reasonable cost
- Provides value for money for parents and carers, based on durability and quality
- Acts as a social leveller by making items standard as much as possible

We do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics and keeping branded items to a minimum whilst maintaining a smart image where all students are dressed the same, regardless of socio-economic background
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as our school tie.
- Avoiding specific requirements for items students could wear on non-school days, such as coats, bags, and shoes. We ask for plain styles in this respect
- We have no optional branded items, endorsing the school's uniform as a social leveller
- Avoiding different uniform requirements for different year or class groups
- There are no costs to parents / carers for branded team kits for extra-curricular sports
- Making sure that arrangements are in place for parents to acquire second-hand uniform
- Avoiding frequent changes to uniform specifications and minimizing the financial impact on parents of any changes
- Consulting with parents and students on any proposed significant changes to uniform and carefully considering any complaints about the policy

## 6.2 Second-hand Items

Any unclaimed items of lost property, together with donations of clean, good condition, outgrown or leavers' uniform items will be made available to all families at no cost. We ask that families use these items in order to minimise waste and protect the environment. Items can be requested discreetly through emailing [info@ FAO Finance and Operations Manager](mailto:info@FAO)

## 6.3 Hardship Fund

The school maintains a limited hardship fund which supports families in need, helping to ensure that every child has opportunity to participate fully in school life. This includes helping families who are struggling to meet the costs of uniform, particularly branded items which cannot be purchased from general retailers.

Applications should be made in writing to the Headteacher, who has the final decision about allocation of this fund via [info@ FAO Finance and Operations Manager](mailto:info@FAO).

The Hardship Fund is finite, and requests will be processed in the light available resources. Whilst we offer no guarantees that every application will be successful, we encourage those who are in genuine need to consider this as a viable option.

## 7. Uniform Supplier

Our uniform supplier is chosen through a competitive tender process where we assess suppliers for quality, affordability, and service. Our tender process is run by the Cranmer Education Trust and is renewed every 5 years. Following the completion of the school's recent tender process Stevensons was selected as the dedicated branded uniform supplier from Summer 2023. Any future change of supplier will not change the uniform policy itself and all uniform items will remain the same.

Uniform can be purchased online at [Schools - Stevensons](https://www.stevensons.co.uk/schools).

## 8. Governance

The governing board will review this policy every 3 years, making sure that:

- It continues to be appropriate for our school's context
- It is implemented fairly across the school
- The views of parents and students are taken into account as and when any significant uniform changes are proposed
- We are offering a uniform that is appropriate, practical and safe for all students
- Our uniform supplier gives high priority to cost and value for money by ensuring that we re-tender our supplier contract at least every 5 years

## 9. Cross References

- Behaviour and Rewards policy
- Equality policy
- Complaints policy

## Appendix 1 – Visual Uniform Expectations for Brian Clarke Academy 2025-26

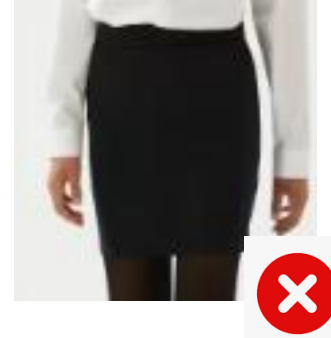
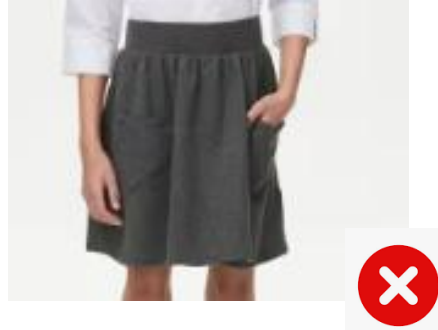
### Trouser guidance



- Plain mid grey conventional trousers.
- No jeans, leggings, skinny fit trousers, tight fitting trousers or tracksuit bottoms. Jeans are defined as trousers with patch pockets and rivets.
- Trousers should not trail on the floor.

## Skirt Guidance

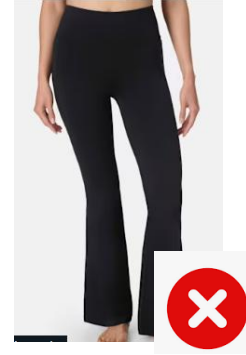
Skirts must be purchased directly from our uniform supplier or other retailers including Marks and Spencer. This is the only permitted style.



## Plain Black PE Short Guidance



**Plain Black Jogging Bottom Guidance**



## Footwear guidance

- Footwear must appear to be shoe like rather than trainer like.
- In general shoes made by sportswear manufacturers are likely to be deemed trainers.
- Shoes that cover the ankle are deemed to be boot
- Shoes that have an appearance like pumps through either canvas material or yellow rubber soul. Converse and Vans are not school shoes.
- Shoes with additional decoration or features that stand out (such as a large crepe sole) are not acceptable

