Ribbon Academy

School Uniform Policy

Staff Responsible:	**Mrs A Sheridan**
Date of Issue:	September 2026
Review Date:	September 2027

Rationale

At Ribbon Academy, we believe that a consistent school uniform promotes a sense of belonging, pride and identity within our school community. School uniform supports equality, reduces peer pressure relating to clothing choices and helps pupils feel part of the school.

We are committed to ensuring that our uniform is affordable, practical, inclusive and safe for all pupils. We recognise that families may face financial pressures and that some pupils may require reasonable adjustments due to medical, sensory, religious or other individual needs.

School uniform also helps staff, parents and visitors identify Ribbon Academy pupils during educational visits and when representing the school within the local community.

1. Aims

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

2. Our school's legal duties under the Equality Act 2010

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

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender.
- Make sure that uniform costs are the same for all pupils.
- Allow all pupils to have long hair, although we reserve the right to ask for it to be tied back where necessary for health and safety reasons.
- Allow all pupils to style their hair in a way that is appropriate for school and enables them to feel comfortable and included.
- Allow pupils to request changes to swimwear for religious reasons.
- Allow pupils to wear headscarves and other religious or cultural symbols.
- Allow adjustments to this policy on equality grounds.

Parents or carers wishing to discuss adjustments should contact Mrs K Maddison, Family Support Advisor.

3. Limiting the Cost of School Uniform

Our school has a duty to ensure uniform requirements are affordable, in line with statutory guidance from the Department for Education.

We understand that items with distinctive characteristics, such as logos, unique colours or designs, may limit parents' ability to shop around for the lowest price.

We will make sure our uniform:

- Is available at a reasonable cost.
- Provides the best value for money for parents and carers.

We will do this by:

- Carefully considering whether branded items are necessary.
- Limiting branded items wherever possible.
- Limiting distinctive items to low-cost or long-lasting products.
- Considering lower-cost alternatives where appropriate.
- Avoiding specific requirements for coats, bags and shoes.
- Keeping optional branded items to a minimum.
- Avoiding different uniform requirements for different classes or groups.
- Avoiding different uniform requirements for extracurricular activities.
- Considering alternative ways of identifying teams during competitions.
- Ensuring arrangements are in place for parents to access second-hand uniform.
- Avoiding frequent changes to uniform specifications.
- Consulting parents and pupils before making significant changes.
- Providing support through the Uniform Exchange and Benevolent Fund.
- Understanding that some pupils experience sensory difficulties with certain clothing items and making reasonable adjustments where appropriate.

3.1 Reasonable Adjustments

Ribbon Academy recognises that some pupils may require adjustments to uniform expectations due to:

- Special Educational Needs and Disabilities (SEND)
- Sensory processing difficulties
- Medical conditions
- Disabilities
- Religious requirements
- Cultural practices

Where appropriate, reasonable adjustments will be agreed in consultation with parents or carers and, where necessary, relevant professionals. The school will always seek to balance individual needs with safety, inclusion and practicality.

4. Expectations for School Uniform

4.1 Our School Uniform

The school uniform is worn by all pupils and parents are encouraged to support their children in wearing the correct uniform.

Our main school uniform is as follows:

- Dark grey or black shorts, trousers, skirt or pinafore
- Green and white checked gingham dress during the summer term
- White polo shirt

- Emerald green sweatshirt
- Black shoes or smart, all-black trainers
- Ruby sweatshirt (Year 6 only)

Footwear should be sensible, safe and suitable for school activities. Smart, all-black trainers with black soles and no visible logos or coloured markings are acceptable. Open-toed sandals, high heels, fashion footwear and brightly coloured trainers are not permitted.

Branded jumpers, polo shirts, t-shirts and hoodies are available to purchase, but are entirely optional. Pupils may wear plain alternatives in the correct school colours purchased from any retailer.

If parents wish to have their child's ears pierced, it is recommended that this is done at the beginning of the summer holiday so that earrings can be removed before the start of the autumn term.

Our PE and swimming kit is as follows:

- Black shorts
- Green dri-fit t-shirt
- Black tracksuit bottoms or leggings (for outdoor PE during winter months)
- Black quarter-zip top
- Swimming trunks or swim shorts
- Swimming costume

Jewellery, Acrylic Nails and Hairstyles

For health and safety reasons, pupils must not wear jewellery, including earrings, during the school day. Staff are unable to remove earrings or cover them with tape or plasters.

Acrylic nails, false nails and nail extensions are not permitted.

Hairstyles should be appropriate for school and should not include:

- Shaved lines, patterns or designs
- Bright unnatural hair colours
- Styles likely to cause distraction or present a health and safety concern

4.2 Where to Purchase Uniform

All uniform can be obtained from most high-street retailers and supermarkets, including Asda, Sainsbury's, Tesco, M&S, Next and many others.

For branded items, these can be ordered directly from our supplier S&N Workwear at www.sandnworkwear.co.uk

Once you have accessed the website, please select:

- School Wear
- Ribbon Academy
- The items you wish to purchase

At Ribbon Academy, we have a selection of pre-loved uniform available for families who would like to access this. Please contact Mrs K Maddison, Family Support Advisor, for further information.

5. Expectations for Our School Community

5.1 Pupils

Pupils are expected to wear the correct uniform at all times, other than on approved non-uniform days, while:

- On the school premises
- Travelling to and from school
- Attending educational visits or events where they are representing the school, where appropriate

Pupils may speak to Mrs A Sheridan, Headteacher, if they wish to request an amendment to the uniform policy in relation to a protected characteristic.

5.2 Parents and Carers

Parents and carers are expected to ensure that their child has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents may contact Mrs A Sheridan, Headteacher, if they wish to discuss an amendment to the uniform policy relating to:

- Their child's protected characteristics
- The cost of uniform

Ribbon Academy is committed to ensuring that no pupil is disadvantaged through an inability to access school uniform. Families experiencing financial difficulties are encouraged to contact Mrs K Maddison, Family Support Advisor, in confidence to discuss available support, including the Uniform Exchange and Benevolent Fund.

Parents are expected to raise any concerns or objections relating to the school uniform in a timely and reasonable manner.

Any disputes regarding school uniform will be:

- Resolved locally wherever possible
- Addressed in accordance with the school's Complaints Policy

The school will work closely with parents and carers to achieve a mutually acceptable outcome.

5.3 Staff

Staff will monitor compliance with the school's uniform expectations in a fair, consistent and supportive manner.

Where a pupil attends school without the correct uniform, staff will seek to establish the reason before taking any action.

The school recognises that difficulties may arise due to:

- Financial hardship
- Uniform availability
- Laundry difficulties
- Family circumstances
- Medical needs
- Sensory needs

Where appropriate, support may be offered through:

- The Uniform Exchange
- The Benevolent Fund
- Temporary agreed adjustments

Staff will work positively with families to resolve uniform concerns and will always take a mindful and considerate approach where hardship or additional needs are identified.

Ongoing breaches of the uniform policy, where support has been offered and no reasonable explanation has been provided, will be managed in line with the school's Behaviour Policy and Parent and Visitor Code of Conduct Policy.

5.4 Board of Trustees

The Board of Trustees will review this policy and ensure that it:

- Is appropriate for the school's context
- Is implemented fairly across the school
- Takes into account the views of parents and pupils
- Offers a uniform that is practical, safe and appropriate for all pupils

The Board of Trustees will also ensure that supplier arrangements prioritise affordability and value for money, for example by avoiding unnecessary single-supplier requirements and regularly reviewing contracts.

6. Monitoring Arrangements

This policy will be reviewed annually by the Headteacher (Mrs A Sheridan).

At every review, it will be approved by the Board of Trustees.

7. Links to Other Policies

This policy should be read alongside:

- Behaviour Policy
- Equality Information and Objectives
- Anti-Bullying Policy
- Complaints Policy
- Parent and Visitor Code of Conduct Policy
- SEND Policy
- Safeguarding and Child Protection Policy
- Health and Safety Policy

The expectations outlined within this policy reflect Ribbon Academy's commitment to safeguarding, equality, inclusion, pupil wellbeing and ensuring that all pupils can participate fully in school life.