Haberdashers' West Midlands Academies Trust (HWMAT)

School Uniform and Dress Code Policy and Expectations

2026-2029

Haberdashers' Abraham Darby

School Uniform and Dress Code	
Named Responsibility of Policy	**Joe Edgar Principal (HAD)**
Approved by	**Pupil & Staff Welfare Committee**
Date of Policy	**September 2026**
Date of next Review	**July 2029**

This Policy is available on our school website and will therefore be readily accessible to Parents/Carers/Staff/Students/Visitors and Members of the Public.

COMMITMENT TO REVIEW

This Policy will be monitored and reviewed at least every three years by the relevant policy owner and/or in the light of changes to DfE guidance/regulations that may occur during the period.
Any changes will be evaluated and approved by the Senior Leadership Team and/or Governors

Contents

1. Aims.....2

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

3. Limiting the cost of school uniform.....3

4. Expectations for school uniform.....4

5. Expectations for PE kit items.....7

6. Where to purchase our school uniform.....8

7. Expectations for our school community..... 9

8. Links to other policies.....10

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1. Aims

This policy aims to:

- Set out our approach to requiring a school 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 the protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing school uniform items based on sex, to give all pupils the opportunity to wear the school uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure that our school uniform costs the same for all pupils
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)

- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with ***Clemency Price, Senior Vice Principal,*** who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. Limiting the cost of school uniform

Our school has a duty to make sure that the school uniform we require is affordable, in line with statutory guidance from the Department for Education on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents' ability to 'shop around' for a low price.

We will make sure our school uniform:

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

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible and to ensure value and durability for all items
- Limiting the number of branded school uniform items to two: tie and blazer so that the school's uniform can act as a social leveller
- Limiting the number of branded PE kit items to two: PE top and PE shorts/skort
- Considering cheaper alternatives to school-branded items, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items pupils could wear/use on non-school days e.g. bags, coats, shoes
- Avoiding, where practical, different uniform requirements for different year/class groups

- Avoiding, where practical, different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and pupils on *any proposed significant changes* to the uniform policy and carefully considering any complaints about the policy

4. Expectations for school uniform

Our School Uniform and where to purchase it

There will be TWO ***compulsory*** **branded*** school uniform items that every pupil will be expected to wear:

1. Academy tie

2. Academy Blazer

Branded school uniform items (*) and unbranded school uniform items continue to be available for purchase from Baker and Sons

https://www.bakerandsonschoolwear.co.uk/product-category/your-school/abraham-darby-academy/

Compulsory School Uniform Items

CU1. Blazer – dark maroon, single breasted with the Academy insignia*

CU2. Tie – Academy tie*

CU3. Shoes – plain black leather or leather type, full shoe

Shoes should be plain black and logo free. Black trainers are not permitted. Shoes with Velcro fastenings are allowed. Boots, canvas and croc type footwear are not permitted.

Trainers are not be worn in school. A Doctor's note is required for the wearing of trainers for medical reasons, any trainers worn for medical reasons must be black.



CU4. Shirt – plain white, official school style

CU5. Trousers – tailored plain black trousers or tailored knee length skirt (with waist band and zip). Summer option: tailored knee length plain black school trousers

Knee length skirts are available from Baker and Sons or the following suppliers:

Asda, Amazon, M&S, Matalan, Nationwide school Uniforms, Sainsburys, Tesco



CU6. Socks – plain black or Tights plain black or natural

Optional: plain black V-neck jumper – short or long sleeved

School Uniform that is NOT Permitted

>Elasticated/stretch 'tube' type miniskirts
>Rolling up of skirts to shorten the length
>Hooded tops
>Round neck jumpers or sweatshirts

Compulsory Accessories

CA1: Transparent pencil case containing 2 pens, 2 pencils, a ruler and a rubber
CA2: Clear water bottle
CA3: Scientific calculator
CA4: Apron (Food/DT)
CA5: School bag/rucksack

4.1 Further guidance

Outdoor Coats, Jackets and Rainwear

>Plain black coats, jackets, ski jackets &/or parkas are acceptable. These are not to be worn in lessons and should be put away once inside the school building, along with scarves, gloves and hats.

>Denim or hooded tops/sweatshirts are not acceptable alternatives.

Jewellery

>A watch and a discreet necklace/chain are permissible

>A small pair of plain gold or silver stud earrings (to be worn in the lower lobe only) are allowed, as is a small, discrete nose stud (no nose rings) which are worn at the owner's risk.

>No other facial or body piercing is allowed.



Appearance

>Clear nail varnish and natural looking make-up may be worn.

Hairstyles

>Hair ribbons, bands and slides should be plain black, white or maroon.

>Hair to be a natural colour only – e.g. black, brown, blonde, ginger. Artificial colours blue, pink, orange, yellow, purple are not permissible

>Extreme or unkempt hairstyles are not permissible. Hair to be natural colour only, smart and business like.

Hats – In winter only, pull on woolly hats in black may be worn to and from school (but not inside the building).

Hats – In summer only, plain sun hats, white style cricket hats or baseball caps may be worn No other headwear is permitted to be worn inside the academy building unless for religious reasons or a medical condition. In these cases, written confirmation is required from the parent/carer which will be kept in the pupil's file.

In summer, pupils should provide themselves with sun cream in an appropriate protection factor.

5. Expectations for PE Kit Items

There are TWO ***compulsory*** **branded*** items of PE kit:

1. Black Academy PE skort (girls) / Black Academy PE shorts (boys)

2. Maroon Academy polo shirt PE top (girls) // Maroon/Black Academy Rugby shirt (boys)

Branded PE kit items (*) and unbranded PE kit items continue to be available for purchase from Baker and Sons

https://www.bakerandsonschoolwear.co.uk/product-category/your-school/abraham-darby-academy/

Compulsory PE Kit Items: Girls

CGPE1. Maroon Academy polo shirt (compulsory branded item)* (optional personalisation with pupil initials)

CGPE2. Black Academy PE skort (compulsory branded item) * (optional personalisation)

CGPE3. Black ¼ zip training top available from Baker & Sons. Alternative unbranded uniform suppliers: Asda; Decathlon; Mountain Warehouse; Sports Direct; Matalan; Nationwide school Uniforms; Amazon

CGPE4. Black **loose fit** shorts available from Baker & Sons. Alternative unbranded uniform suppliers: Asda, Decathlon; Sports Direct; Matalan; Nationwide School Uniforms

https://direct.asda.com/george/school/shorts/black-school-football-shorts-2-pack/GEM984736-23534,default,pd.html?clr=Black

CGPE5. Black sports socks

CGPE6. Sports trainers (not pumps)

CGPE7. Studded boots

Gumshield

Optional PE Kit Items: Girls

OGPE1. Rugby shirt

OGPE2. Under/base layers

Compulsory PE Kit Items: Boys

CBPE1. Maroon/Black Academy Rugby shirt **(compulsory branded item)*** *(*optional personalisation)

***CBPE2. Black Academy PE shorts (compulsory branded item) ** (*optional personalisation)

CBPE3. Black sports socks

CBPE4**.** Sports trainers (not pumps)

CBPE5. Studded boots

Gumshield

Optional PE Kit Items: Boys

OBPE1. Black ¼ zip training top

OBPE2. Under/base layers

OBPE3. Rugby shorts

OBPE4. Maroon academy polo shirt* *(*optional personalisation)

6. Where to purchase our uniform

The academy outfitter for branded items is: Baker & Son, 29 New Street, Wellington TF1 2LU or order online at www.bakerandsonschoolwear.co.uk Telephone: 01952 641897.

Pre-loved uniform

Pre-loved outgrown uniform items can either be donated to school directly or to Telford Crisis Support. Please contact your child's Head of Year who will be able to provide more information and can support you with this.

Pre-loved uniform items are available from: https://telfordcrisissupport.org.uk/school-uniform-telford/

If you are in doubt about any aspect of school uniform, please consult the school before making a purchase for further advice or guidance.

7. Expectations for our school community

7.1 Pupils

Pupils are expected to wear the correct school uniform at all times (other than specified non-school uniform days) whilst:

- On the school premises
- Travelling to and from school
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Pupils should contact *Mrs Clemency Price, Senior Vice Principal* (Pastoral) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

7.2 Parents and carers

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

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

Parents are also expected to contact *Mrs Clemency Price, Senior Vice Principal* (Pastoral), if they want to request an amendment to the uniform policy in relation to:

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

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

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints policy

7.3 Staff

Mentors will closely monitor pupils to make sure they are in correct school uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply

but will follow up with the Year Team if the situation doesn't improve. Any sanctions given by staff will be in accordance with the sanctions identified within the behaviour policy.

Persistent breaches of the uniform policy will be dealt with by the Heads of Year. The final arbiter of acceptable uniform and appearance is the Principal.
In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

7.4 Governors

The governing board will review this policy and make sure that it:

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

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

8. Links to other policies

This policy is linked to our:

- Behaviour policies
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy