



Leigh Academy
Hundred of Hoo

Leigh Academy Hundred of Hoo (Primary) Uniform Policy

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1. Aims

School uniform plays a **vital role in fostering a positive school environment** by:

- **Promoting ethos and identity:** Creating a sense of belonging and shared identity amongst students.
- **Setting an appropriate tone for education:** Reinforcing the focus on learning and academic achievement.
- **Encouraging equality and inclusion:** Reducing social disparities and promoting a level playing field for all students, mitigating the impact of socioeconomic differences.
- **Minimising distractions and peer pressure:** Reducing bullying and peer pressure related to fashion trends or expensive clothing.

It is crucial to ensure that uniform policies are equitable and do not create undue hardship for families, as excessively expensive uniforms can pose a significant financial burden. Our Uniform Policy aims to instil a sense of pride and respect in the Academy uniform and support good health and safety practice.

2. Statutory Guidance and Legal Considerations

This policy is developed and implemented with due regard to:

- **Department for Education Statutory Guidance** (November 2021) on the cost of school uniforms, ensuring affordability and accessibility.
- **Human Rights Act 1998:** Respecting and upholding the fundamental rights and freedoms of students.
- **Equality Act 2010:** Preventing unlawful discrimination and promoting equality of opportunity for all students.
- **Safeguarding Requirements:** Ensuring the safety and well-being of students.
- **Health and Safety of Pupils:** Considering uniform requirements in relation to health and safety in various school activities.

3. Human Rights, Equality, and Discrimination Considerations

We are committed to ensuring our uniform policy is **fair and inclusive**, respecting the rights and diverse backgrounds of our students. The policy has been assessed for its potential impact on pupils with protected characteristics as defined by the Equality Act 2010, including sex, religion or belief, race, disability, gender reassignment and pregnancy.

4. Religion or Beliefs

We recognise that some religions and beliefs have specific dress requirements or practices, which may include adhering to modesty guidelines or maintaining specific hairstyles. We are committed to **respecting the right of pupils to manifest their religion or belief, within the bounds of reason and practicality**. Restrictions may apply if they serve a legitimate purpose such as promoting cohesion, good order or addressing genuine health, safety or security concerns and will be proportionate and non-discriminatory. We will be sensitive to the needs of different cultures, races and religions and will act reasonably in accommodating these needs, without compromising essential academy policies related to safety or discipline. We encourage open communication with parents and students regarding specific religious or cultural considerations. For PE, religious artefacts and/or clothing need to be removed or made safe, as health and safety law would usually take precedence over equality law.

5. Discrimination

Our aim is to create a uniform policy that is as **inclusive as possible and avoids discriminating against students** with particular protected characteristics. Where different uniform items are specified for boys and girls, we ensure the cost is not significantly different to avoid unlawful sex discrimination. We are committed to making reasonable adjustments for pupils with disabilities to ensure they can comfortably and confidently wear the school uniform, which may include flexibility or adaptations.

6. Cost Considerations

We are mindful of the potential financial burden uniforms can place on families and are committed to ensuring our uniform is **affordable**.

- No item will be so expensive as to deter pupils or families from applying to or attending the academy.
- The **jumper or cardigan with the academy logo is the only mandatory branded item**.
- All other uniform items, such as trousers, skirts, pinafore dresses, shirts and socks, can be purchased from any school uniform retailer.

7. Uniform Expectations

General Uniform (EYFS/KS1 & KS2):

- **Academy branded jumper or cardigan:** Navy
- **Shirt:** White button-up shirt with school tie.
- **School tie:** Elasticated (EYFS), traditional (Key Stage 1 and Key Stage 2)
- **Bottoms:** Grey or Charcoal Grey tailored trousers, skirts or pinafore dresses.
- **Summer Options (May to October only):** Grey or Charcoal Grey tailored shorts OR Navy gingham summer dress.
- **Socks/Tights:** Grey, black or white socks. Plain grey or dark grey opaque or woolen tights (optional for girls).
- **Footwear: Plain black school shoes, fully enclosed (no boots or trainers).** Low heel for safety. If a child comes without appropriate footwear or does not adhere to the Academy footwear expectations, they may be asked to change into black plimsolls for the day.

Leigh Academy Hundred of Hoo Standard Uniform



Details

Academy branded jumper or cardigan:
Navy

Shirt: White button-up shirt with school tie.

School tie: Elasticated (EYFS), traditional (Key Stage 1 and Key Stage 2)

Bottoms: Grey or Charcoal Grey tailored trousers, skirts or pinafore dresses.

Leigh Academy Hundred of Hoo Summer Uniform (May to October)



Details

Academy branded jumper or cardigan:
Navy

Shirt: White button-up shirt with school tie.

School tie: Elasticated (EYFS), traditional (Key Stage 1 and Key Stage 2)

Bottoms: Grey or Charcoal Grey tailored shorts OR Navy gingham summer dress.



Suitable



Not Allowed



Details

Black leather shoes

No trainers
(including all black
trainers)

No ankle (or higher)
boots

No sandals

No flashing lights

8. PE Uniform

- **T-shirt:** Plain light blue round neck t-shirt (available with Academy badge).
- **Bottoms:** Plain Navy shorts.
- **Socks:** White, Grey or Black socks.
- **Footwear:** Plain white trainers.
- **Cold Weather:** Plain navy tracksuit bottoms and hoodie top.
- **Hair:** Hair should be tied back on PE days.
- **Earrings:** Earrings should not be worn on PE days or must be removed by the pupil (staff cannot support the removal of earrings). If they cannot be removed, they must be taped prior to arrival at school.

Pupils are to attend school in their PE uniform on designated PE days; this will be communicated via your child's Google Classroom.

Leigh Academy Hundred of Hoo PE Trainers Guide



Leigh Academy
Hundred of Hoo

Suitable



Not Allowed



Details

- Black or White trainers
- No astro-turf shoes
- No football boots

Leigh Academy Hundred of Hoo PE Tops Guide



Leigh Academy
Hundred of Hoo

Suitable



Not Allowed



Details

- Sky blue t-shirt
- Navy or black tracksuit top
- No large brandings or oversized logos
- No football shirts or training tops

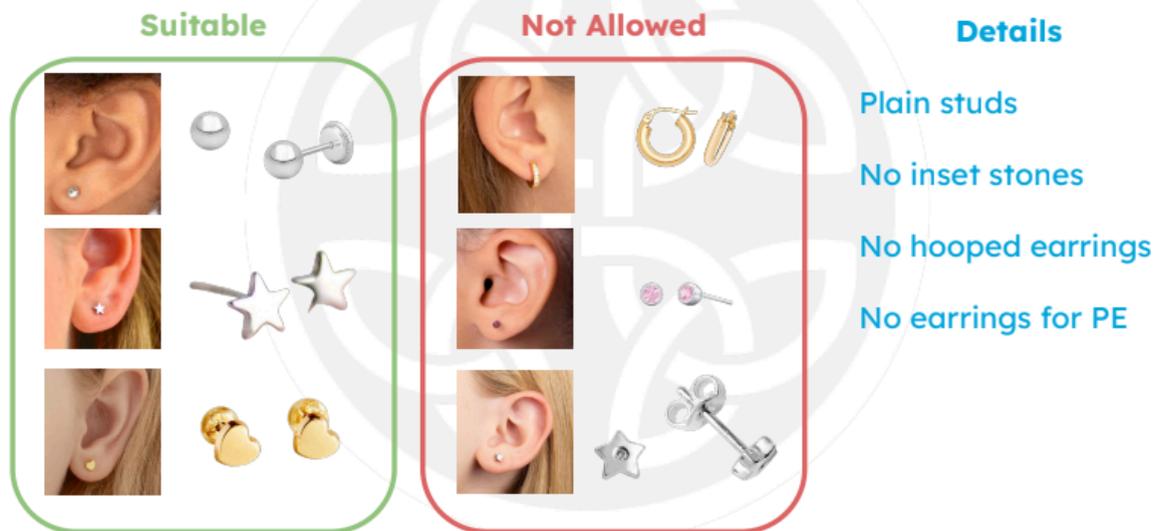


Suitable	Not Allowed	Details
		<p data-bbox="1066 405 1370 510">Navy shorts or cycling shorts (no skirts or skorts)</p> <p data-bbox="1066 539 1370 645">Navy or black tracksuit bottoms or leggings</p> <p data-bbox="1066 674 1370 745">No large brandings or oversized logos</p> <p data-bbox="1066 775 1370 846">No football shorts or training trousers</p>

9. Jewellery

To ensure safety and minimise risk of accidents, the following guidelines are in place:

- **Children are generally not permitted to wear jewellery in school.**
- **Watches:** A discrete wrist watch (analogue or digital) is permitted, but it is the pupil's responsibility to look after it. The Academy is not responsible for loss or damage.
- **Smart watches are not to be worn at the Academy.**
- **Earrings:** Only one set of **plain, small, stud earrings** are acceptable. These **must be removed for PE lessons** or taped by the student prior to arrival. Hooped earrings in any form are not permitted.
- **Other Jewellery:** **No rings, bangles, bracelets or any other jewellery** of any description is permitted.
- Academy staff are not permitted to remove or assist with replacing stud earrings. We recommend jewellery is left at home on PE days.



10. Other Accessories

The following items are not permitted to be worn during an Academy day or on school visits, and are reserved for weekends and holidays to maintain a focused learning environment:

- **Makeup of any sort:** This includes fake tan, bronzer, false eyelashes, tinted eyebrows, nail varnish or false nails and henna tattoos.
- **Temporary tattoos.**
- **Coloured hair** (including temporary dyes).
- **Hair:** Hair should be **neat and tidy**. Long hair should be tied back. We expect **moderate hairstyles**, which should be one natural colour, with **no extreme cuts or styles** (e.g., shaven markings, tram-lines, skinhead) or any extreme hairstyles that may be distracting.
 - **Hairbands:** Should be **plain and in academy colours (blue/navy)**. They should **not be embellished** with large bows, glitter, flowers or other decorative items. Large hair accessories (e.g. JoJo bows) are not permitted.
- **Hoodies (except PE kit) are banned at all times.**
- **Toys from home** should not be brought in unless requested by the class teacher.
- **Fidget toys** should only be used in agreement with the academy SENCO and Inclusion Lead and will be provided by the Academy. Without this agreement, they will be kept by Academy staff and returned at the end of the day.

11. Equipment

All pupils should pack their Academy rucksack or book bag with the following items every night:

- Reading Book
- Link Book
- **Wellington Boots** (to be kept in the classroom for outdoor use as needed/Forest school)

Pupils do not need to bring their own stationery to school; this will all be available in the classroom.

Academy rucksacks or book bags may have one small keyring which helps your child identify their belongings.

12. Mobile Phone Policy

Pupils in Years 5 and 6 who are permitted to walk home alone or meet their parents or carers off-site are able to bring a mobile phone to school. It **must be turned off as soon as your child enters the school site** and will be stored safely during the day by the class teacher. It will be returned at the end of the day, at which point your child may turn it back on when they leave the Academy site.

13. When the Policy is not Followed

The Academy understands that unforeseen circumstances may impact uniform compliance and values communication from parents. On occasions when this is not the case, the Academy will exercise its right to decide upon a **reasonable and proportionate course of action**.

This may include:

- **Removal from physical activity** (e.g. if false nails are worn).
- **Directing the removal of makeup** with makeup wipes.
- **Confiscation of prohibited items.**
- **Alternative items provided by the Academy** (e.g. black plimsolls, Academy uniform/PE kit)
- **Isolation from their class**

Parents will be communicated with, either verbally or in written form, should their child breach our uniform policy.

14. Ordering Uniform and Financial Support

Parents can purchase the branded jumper or cardigan, book bag/backpack and PE T-shirt from our designated uniform supplier, Uniformbase Ltd. Details on how to order are available on the [Academy website](#) and from the school office.

For families facing financial challenges, we offer support through **payment plans or one-off contributions**. Please apply in writing to the Academy (e.g., primaryoffice@leighacademyhundredofhoo.org.uk) outlining your circumstances. All applications will be treated with discretion and sensitivity. We also operate a **second-hand uniform service** for pre-loved items.

15. Naming Clothing and Property

To help us return lost items, please ensure that **ALL clothing and personal property**, including shoes, bags and water bottles, are clearly marked with your child's name. The Academy cannot accept responsibility for the loss or damage of pupils' property and valuables.