



Leigh Academy Oaks Uniform Policy 2025-2026

Aims

Leigh Academy Oaks requires all pupils to wear Academy uniform, which is all clearly labelled with their names.

A school uniform creates 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, regardless of background. By establishing a common identity, the school uniform can act as a social leveller, mitigating the impact of socioeconomic differences.
- Minimizing distractions and peer pressure: Reducing bullying and peer pressure related to fashion trends or expensive clothing.

Statutory Guidance and Legal Considerations

This policy is developed and implemented with due regard to the following:

- Department for Education Statutory Guidance: The guidance issued in November 2021 on the cost of school uniforms for academy trusts has been carefully considered to ensure affordability and accessibility.
- Human Rights Act 1998: The fundamental rights and freedoms of students are respected and upheld.
- Equality Act 2010: This policy aims to prevent unlawful discrimination and promote equality of opportunity for all students.
- Safeguarding Requirements: The safety and well-being of students are paramount in all aspects of the uniform policy.
- Health and Safety of Pupils: Uniform requirements are considered in relation to the health and safety of students in various school activities.

Human Rights, Equality, and Discrimination Considerations

We are committed to ensuring that our uniform policy is fair and inclusive, respecting the rights and diverse backgrounds of our students.

In making decisions about the uniform policy, we have carefully considered our obligations under the Human Rights Act 1998 and the Equality Act 2010. We have assessed the potential impact of the policy on pupils who share a protected characteristic, as defined by the Equality Act 2010. The relevant protected characteristics considered in the development and implementation of this policy include: ● Sex ● Religion or belief ● Race (including colour,

nationality, ethnic or national origin) • Disability • Gender reassignment • Pregnancy

Religion or Beliefs

We recognise that some religions and beliefs have specific dress requirements or practices. These 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.

While students have the right to manifest their religion or belief, this right is not absolute and may be subject to limitations in certain circumstances. Restrictions may be justified if they serve a legitimate purpose, such as promoting cohesion and good order within the school, or addressing genuine health and safety or security concerns.

Any such restrictions 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 any specific religious or cultural considerations related to the uniform.

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 the academy specifies different uniform items for boys and girls, we ensure that the girls' uniform is not significantly more expensive than the boys' uniform, or vice versa, as this could constitute unlawful sex discrimination.

We are committed to making reasonable adjustments, as appropriate, for pupils with disabilities to ensure they can comfortably and confidently wear the school uniform. This may include flexibility in uniform items or allowing for adaptations to existing items.

Cost Considerations

We are mindful of the potential financial burden that school uniforms can place on families. We are committed to ensuring that our uniform is affordable and does not prevent any student from attending our academy due to cost.

No item of the school uniform will be so expensive as to deter pupils or their families from applying to or attending the academy due to financial constraints. The jumper or cardigan, which features the academy logo, as well as the PE jumper and coloured t-shirt are the only mandatory branded items and can be purchased through our designated supplier, Brigade. All other uniform items, such as trousers, shorts, skirts, pinafore dresses, polo shirts, and socks, can be purchased from any school uniform retailer of your choice, offering families greater flexibility and choice in terms of price and availability.

Uniform Expectations

Boys

- Academy logo red sweatshirt or cardigan
 - Grey trousers or shorts
 - White polo shirt
 - Black shoes (not high boots, trainers, sandals)
 - Grey,black or white socks
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Girls

- Academy logo red sweatshirt or cardigan
 - Grey trousers, shorts, skirt or pinafore dress
 - White polo shirt
 - Black shoes (not high boots, trainers, sandals)
 - Grey,black or white socks or tights
 - Summer - red check dress
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Pupils can wear boots in the winter months due to weather, but must have school shoes to change into.

PE Uniform

- Academy logo black PE sweatshirt
 - Black jogger bottoms (no leggings or logo tracksuit bottoms)
 - Black shorts: cotton or shadow-striped (no cycling shorts, or lycra shorts)
 - Supportive trainers (no plimsolls)
 - Grey,black or white socks
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Children are expected to attend school on their PE days in full PE uniform. Through the winter months we use the school hall for PE lessons and thus expect children to attend school with their black PE shorts under their black jogging bottoms. This is because the school hall can become hot and we want children to have the flexibility to remove their jogging bottoms.

Please note that hair should be tied back on PE days for safety reasons and earrings must be removed either by parents or the child.

Jewellery

Pupils are permitted to wear a discrete wrist watch. Any misuse of the watch within school will result in this being removed and returned to parents/carers.

Pupils are only allowed one set of plain, small, studded earrings.

For safety reasons, jewellery is not permitted to be worn in PE lessons. Children are not permitted to tape their ears in order to partake in PE. Earrings must all be removed in order to participate in PE. Please note we cannot store jewellery securely and recommend that earrings and other jewellery are left at home on PE days.

Prohibited Items

The following items are not permitted to be worn during an Academy day and on school visits. This is to instil a sense of pride and respect in the Academy uniform but also to support good health and safety practice.

- Makeup of any sort is not permitted; this includes the wearing of henna tattoos, fake tan, bronzer, false eyelashes, eyelash tips, tinted eyebrows, pencilling in, false nails and nail varnish. If it can be removed at school safely then we will support the child in doing so, however, if this is not possible, we will phone the parent or carer to attend the academy to support.
- No rings, bangles or bracelets are permitted.
- Hoodies are banned at all times (unless on a wear your own clothes day, and Y6 Leavers)
- Hair should be one natural colour with no extreme hair styles including tram-lines or patterns or excessive parts of the head shaved. Plain hair bands only. Large hair accessories, i.e. JoJo bows are not permitted. No hair accessory bigger than their fist.
- 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 Principal. Unless this is in place, fidget toys that have been brought into the academy without this agreement, will be kept with the teacher and returned to the child at the end of the day with a note home alerting parents to their child bringing this in.

Equipment

There are a number of items that pupils need in order to be able to take a full and active part in learning at the Academy. Therefore all pupils should pack their rucksack or Academy book bag with the following items every night:

- Reading Book
- Reading Record
- Homework (if due in)

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

Mobile Phone Policy

Pupils in Year 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 during the day by the school office. It will be then returned to your child at the end of the day, at which point your child may turn it back on when they leave the academy site.