



# Uniform Policy

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Public

## 1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is affordable and represents good value 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 academy uniform.

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

The Equality Act 2010 prohibits discrimination based on protected characteristics (including sex, race, religion or belief, and gender reassignment). We will ensure our uniform policy and practice comply with these duties.

To avoid discrimination, we will:

- Avoid listing uniform items by sex, enabling all students to choose the uniform they feel most comfortable in or that reflects their self-identified gender.
- Ensure uniform costs are comparable for all students.
- Permit long hair for all students, with the right to require hair to be tied back where health and safety applies.
- Allow headscarves and other religious or cultural symbols.
- Consider reasonable adaptations on equality or medical grounds. Families should contact the [admin@southaxholme-iet.co.uk](mailto:admin@southaxholme-iet.co.uk) for queries or requests. Where an adaptation is requested on medical grounds, a doctor's note will need to be provided.

## 3. Limiting the cost of academy uniform

When setting uniform expectations, we consider the socio-economic context of our community, student demographics, and Department for Education guidance on the cost of school uniform (including new guidance which comes into force from September 2026). Our aim is to keep uniform affordable and provide value for money.

We understand that items with distinctive characteristics (such as branded items, or items that have to have an academy 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:

- Require items with distinctive characteristics only where necessary and limit them wherever possible (with a maximum of four branded items in the main policy: blazer, tie, PE top, and optional skirt; see below).
- Prefer items that are low cost and/or long lasting.
- Avoid specific requirements for items students also use on non-academic days (e.g. coats, bags).
- Keep optional branded items to a minimum, so uniform acts as a social leveller.
- Avoid different uniform requirements for extra-curricular activities.
- Make arrangements for families to access second-hand/preloved uniform.
- Avoid frequent specification changes and minimise financial impact if changes are made.

- Consult parents and students on significant changes and consider any complaints carefully.

## 4. Expectations for academy uniform

We are proud of our students' conduct and commitment to learning. Wearing the uniform correctly is central to this. It visibly signifies belonging to the South Axholme learning community and supports a calm, purposeful environment where staff can focus on teaching and learning.

Uniform regulations are published on the academy website. Parents/carers/guardians and students are responsible for ensuring the correct uniform is worn both in the academy and on the journey to and from the academy. Uniform requirements are normally reviewed annually; however, if fashion trends create ambiguity, the Principal, in consultation with the Senior Leadership Team and the Governing Body, may issue updated guidance.

### 4.1 Our academy's uniform

#### Blazer (compulsory branded item)

Black blazer (from any provider) with academy badge sewn on. Academy badges are available from student reception.  
Cuffs must not be rolled up.  
Blazers must be worn around the academy and may be removed in lessons only with the teacher's permission.



#### Trousers (compulsory non-branded item)

Full-length, plain black tailored trousers (not ankle grazers) or the academy patterned pleated skirt (see skirt guidance below).

Fabric must be traditional tailored material: not denim, leggings, or similar; not jeans style, cargo, jogging, skinny, or stretchy.

No coloured adornments. Pockets should be traditional (not stitched jeans style or press-stud).

Trousers must be of appropriate length and cover the ankle. The academy reserves the right to decide if trousers meet the definition of 'school' rather than 'fashion' trousers.





**Skirts (compulsory branded item)**

Academy patterned pleated skirt (grey/black/white); must be of an appropriate length (around knee length); available only from the academy uniform supplier, SWI.

Legwear: black opaque tights only. Socks may not be worn over tights.

The academy reserves the right to decide if a skirt is worn at the correct length.

	<p><b>Shirt / Blouse (compulsory non-branded item)</b></p> <p>Traditional school shirt/blouse with a standard formal collar.</p> <p>Short sleeves are permitted (not capped). Rolled sleeves are not permitted. Long sleeves must have formal cuffs.</p> <p>Fitted shirts that cannot be tucked in are not permitted; shirts must be always tucked in.</p> <p>The top button of shirts should always be fastened.</p>
	<p><b>Tie (compulsory branded item)</b></p> <p>Academy tie – this is available from the academy only.</p> <p><b>Note:</b> Year 11 are welcome to purchase an optional special tie to mark their final year at South Axholme.</p> <p>The tie must cover the fastened top button of shirts or blouses.</p>

**Shoes (compulsory non-branded)**

Plain black leather or leather type flat shoes only. **Not permitted:** canvas shoes, trainers/trainer style, sneakers, plimsolls, or boots.

- No adornments or logos of any type or colour. The only exception is a small black bow no wider than the shoe.
- Shoes must be worn throughout the academy day, including the journey to and from the academy.
- The academy reserves the right to decide what constitutes appropriate footwear.
- A formal medical letter is required for any agreed variance.

**Adverse weather:** During periods of extreme weather (e.g., snow/ice), the Principal may authorise boots/snowshoes for travel and around the grounds; this will be communicated via the weekly bulletin. Trainers will not be permitted.



**Footwear that is not allowed:**  
**No Trainers**



**No adornments or logos**

**No Boots**



**No canvas footwear**





**Socks (compulsory non-branded)**

Socks: plain black or white, ankle or calf length; must cover the ankle completely; no logos; trainer socks and knee socks are not permitted.

Tights: black opaque only



**Belts (optional)**

Plain black belt with plain buckle; no logos or buckles bigger than the belt width.



**Jumper (optional)**

Plain black V-neck jumper. Academy specific options with purple trim are available in long and tank top options via SWI.

**Technology/Food:** an apron may be brought to put over the shirt/jumper if students prefer not to use academy provided aprons.

**School Bags (compulsory non-branded item):**

A suitable school size bag large enough to carry an A4 folder should be brought every day.

**Equipment (expected daily and checked during tutor time):**

- Pencil case
- Black or blue pens
- Green pen
- Pencil
- Eraser
- Pencil sharpener
- Whiteboard pen
- Whiteboard
- Scientific Calculator

**Outdoor Wear - Coats:**

Coats should be removed when entering classrooms.



**Not permitted:**

Hoodies (zip or overhead), fur, denim, studded or leather jackets; hoods must not be worn up in academy buildings.



**PE kit (compulsory):**

- Black PE polo shirt with academy badge (branded item)
- Black PE shorts (non-branded). Academy specific options with SAX logo are available via SWI
- Plain black socks (non-branded)

	<ul style="list-style-type: none"> <li>• Plain white socks (non-branded)</li> <li>• Trainers (non-branded)</li> </ul>
	<p><b>Optional:</b></p> <ul style="list-style-type: none"> <li>• Black ¼ zip training top with academy badge</li> <li>• Football boots (non-metal studs for the 3G)</li> </ul> <p><b>Recommended:</b></p> <ul style="list-style-type: none"> <li>• Gum shield</li> <li>• Towel</li> <li>• Shin pads</li> <li>• Clear transparent water bottle</li> </ul>
<p><b>Religious Headwear:</b> Religious head coverings worn for faith reasons must be plain black, navy blue or purple with no additional jewellery.</p>	

### **Hair and Makeup:**

- Makeup, if worn must be natural in appearance.
- Hairstyles must be safe and suitable for learning. Protective, cultural, and religious hairstyles (for example, Afros, locs, braids, plaits or twists) are permitted.
- Hair should be of a natural colour.
- For safety, students may be asked to tie long hair back in practical lessons (e.g., science, technology, PE) and where required by risk assessments.

### **Prohibited Uniform Items:**

The following items are **not permitted** in the academy:

- Jewellery or piercings of any kind, including transparent retainers.  
Exception: a plain wristwatch (*Note: wristwatches are not allowed in exams under exam regulations.*)
- Smartwatches.
- Hoodies or hooded jumpers (zip up or overhead).
- Wristbands/charity bands (except official school badges such as Duke of Edinburgh or Reward/Prefect badges).
- Nail varnish, gel nails, acrylic nails or any non-natural nail enhancements.
- Tattoos (any existing tattoos must be covered daily).
- False eyelashes.

**Note:** The academy allows reasonable adaptations on equality, medical or religious grounds. Parents/carers and students should contact [admin@southaxholme-iet.co.uk](mailto:admin@southaxholme-iet.co.uk) to discuss any necessary adjustments. Where an adaptation is requested on medical grounds, a doctor's note will need to be provided.

### **Responsibility:**

The academy takes pride in the positive behaviour and strong attitudes to learning shown by our students. Wearing the uniform correctly is an important part of this. By doing so, students show that they belong to the South Axholme learning community and arrive ready to learn, enabling staff to focus on teaching.

Uniform will be monitored by all staff. Students who arrive without the correct uniform will loan suitable items from the academy's stock wherever possible.

If an appropriate item is unavailable, or a student refuses to wear it, the student may be placed in the academy's Reflection Room until the issue is resolved.

## 4.2 Where to purchase uniform

Uniform may be purchased from any suitable retailer except for the four required branded items (blazer, tie, PE top, and optional skirt).

- Ties must be purchased directly from the academy.
- Other branded items may be purchased from the academy's uniform shop or SWI Schoolwear.
- The school PE top must be purchased from SWI.

A link to the SWI welcome pack is available on the academy's website.

## 4.3 Pre-loved Uniform

The academy receives donations of pre-loved uniform each year, covering most items. Families needing support with uniform can contact the admin team at [admin@southaxholme-iet.co.uk](mailto:admin@southaxholme-iet.co.uk). Pre-loved items will be made available upon request.

# 5. Expectations for our academy community

## 5.1 Students

Students are expected to always wear the correct uniform (other than specified non-academy uniform days).

This includes:

- Whilst on the academy premises
- When travelling to and from the academy
- During academy-organised events, activities, or trips where uniform is required.

Students should take responsibility for wearing their uniform smartly and correctly throughout the day.

## 5.2 Parents and Carers

Parents and carers are expected to ensure that their child:

- Wears the correct uniform and PE kit
- Keeps all uniform items clean
- Clearly labels items with their name

Parents/carers should contact [admin@southaxholmeiet.co.uk](mailto:admin@southaxholmeiet.co.uk) if they wish to request an amendment to the uniform policy based on:

- Their child's protected characteristics
- Uniform affordability

Concerns or complaints about uniform should be raised in a timely and reasonable manner. Disputes about cost will be resolved locally in line with the academy's complaints policy. The academy will work closely with families to find a mutually acceptable solution wherever possible.

## 5.3 Staff

Staff will monitor uniform consistently and support students to meet expectations. Where students breach the policy, staff will:

- Offer an opportunity to rectify the issue
- Follow up through the appropriate academy process if the issue persists

If financial hardship is suspected, staff will take a considerate and supportive approach to resolving the matter

### 5.4 Governors

The Academy Oversight Committee (Governors) will review this policy annually to ensure it:

- Is appropriate for the academy’s context
- Is applied fairly
- Reflects the views of parents and students
- Provides a uniform that is practical, safe, and appropriate for all students

Governors will also ensure uniform supplier arrangements prioritise affordability, for example by avoiding single supplier contracts and retendering regularly.

### 6. Links to other policies

This policy is linked to our:

- Achievement and Behaviour Policy
- Equality Policy
- Anti-Bullying Policy
- Complaints Policy

### 7. Document Control

This policy will be reviewed annually by the Principal. At every review, it will be approved by the Academy Oversight Committee. This policy remains valid until it is reviewed and replaced, it does not expire by date alone.

<b>Contact</b>	Principal
<b>Status</b>	Issue
<b>Publication Date</b>	March 2026
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<b>Review Date</b>	March 2027
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<b>Issue</b>	1

IET reserves the right to make amendments to this policy at any time without notice.

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