




LIGHTHOUSE
SCHOOLS PARTNERSHIP

Uniform Policy

Statutory



Policy approved by School Local Governing Body	
Signed: 	Date: 12th May 2026
Name: Rob Hart	Role: Chair of Governors

Document History

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2.0	Chris Hildrew	April 2026	Template adapted to CASF
3.0			

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This policy remains valid, and in operation, until a new or updated policy is published.

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.....	3
4.1 Our school's uniform.....	3
Academy PE Kit.....	5
Academy Dance Kit.....	5
Sixth Form Dress Code.....	5
4.2 Where to purchase or acquire our uniform.....	6
4.2.1 New uniform.....	6
4.2.2 Second hand uniform.....	6
5. Expectations for our school community.....	6
5.1 Students.....	6
5.2 Parents and carers.....	7
5.3 Staff.....	7
6. Policy Monitoring Arrangements.....	7
7. Links to other policies.....	8

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 all 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, sexual orientation, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all students the opportunity to wear the uniform they feel most comfortable in
- Make sure that our uniform costs the same for all students

- Allow all students to have long hair, although we reserve the right to ask that long hair be tied back
- Allow all students to style their hair in a way that is appropriate for school, and makes them feel most comfortable
- Allow students to wear headscarves and/or other religious garments
- Allow students with sensory or physical needs to make reasonable adaptations to their uniform, depending on their specific needs
- Allow students to request changes to swimwear for religious reasons, or if they are experiencing discomfort
- Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents/carers to get in touch with the Headteacher, 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 uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education (DfE) on the cost of school uniforms.

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

We will therefore 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:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of three
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible
- Limiting compulsory branded items to low-cost and/or long-lasting items
- Considering cheaper alternatives to compulsory branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items such as coats, bags and shoes/trainers that students could also wear on non-school days. See more information in section 4.1
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Avoiding requiring different branded items for particular times of the year
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective students, and publishing the details of this on our website
- Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and students on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the Lighthouse Schools Partnerships Complaints Policy.
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers

- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for school uniform

4.1 Our school's uniform

For all students Years 7-11:

- Maroon School Uniform Polo Shirt with House Colour Trim and School Logo (first required branded item)
- Charcoal grey or black plain full-length trousers, or black tailored shorts
- Please note leggings and jogging bottoms are not permitted
- If a belt is to be worn, this must be black and suitable for school
- Plain black flat polishable shoes. Must be all black, with no coloured logos or flashes. Shoes should enclose and protect toes and heels for health and safety reasons. Boots, canvas or fabric shoes or trainers are not allowed. Air Force or similar plain black trainers with uppers that are "polishable" are acceptable as school shoes, as are any plain black polishable shoes. Trainers with fabric uppers, or trainers with white or coloured logos or flashes, are not acceptable.
- Black socks only
- Hats, scarves and coats should be plain, without logos or patterns. Denim or leather jackets are not permitted.

If walking or cycling to school, we recommend students wear a high visibility addition to their normal coat or stickers on their bag, particularly during the winter months.

When in uniform, students are public representatives and ambassadors for Churchill Academy & Sixth Form. The Academy uniform should be worn with pride and the Academy Code of Conduct applies at all times that students are in uniform.

- Hoodies: Academy hoodies (House PE hoodies, Maroon Academy hoodies, or Grey Year 11 hoodies) are acceptable to wear as part of the Academy's uniform (branded items). Hoods must be worn down. 1/4 zip Academy tops can also be worn as part of uniform. These are the second "branded item" in our uniform. Other hoodies (those not issued by the Academy, or "trip" hoodies) are not acceptable and should not be worn to school.
- Hair colour and style: hair should be a natural colour. Extreme hair styles are not acceptable (for example very short hair or hair with designs cut in). Please check with the Academy beforehand if you are unsure. The decision of Academy staff on the definition of "extreme" and "natural" will be final.
- The Academy is signed up to the Halo Code: we champion the right of staff and students to embrace all Afro-hairstyles. You can read more about the Halo Code [here](#).
- Jewellery: students are permitted a watch and a ring. Piercings in the ear and/or nose must be studs only for health and safety reasons. Hoops, rings, dangly, spiked, chain link or spacer style earrings or nose piercings are not permitted. No other piercings are allowed (e.g. tongue or other parts of the body). All piercings must be removed or covered with a plaster when taking part in PE or Dance. Bracelets and anklets should not be worn. Necklaces should be tucked inside uniform. All watches of any kind must be removed during exams.
- Make up: make up is not permitted in Years 7 or 8. In Years 9-11 make up, if worn, should be discreet. Nail varnish, false nails and false eyelashes are not permitted.
- Hot weather: in the event of extremely hot weather, the Headteacher will authorise PE kit as uniform for the day. This will be notified on a daily basis. Unless notified, standard uniform applies.

- Mobile Phones: Students should follow the rule: “my mobile phone will not be seen or heard in the Academy.” Mobile devices should be switched off and kept out of sight in students’ bags or lockers throughout the school day. Similarly students should not have AirPods, earphones or earbuds in during the school day. The Academy takes no responsibility for any mobile devices brought to school by students. For more information on our "phone-free school" approach see our Mobile Devices Policy.

Changes to Uniform will be phased in over the period 2026-2030. This means that current uniform items will still be acceptable as uniform until the 2029-2030 academic year. Families can still purchase stock of existing uniform items from our suppliers, get full wear out of them, and benefit from second-hand and hand-me-down uniform items over this period.

For the avoidance of doubt, existing charcoal grey trousers and Academy hoodies will be acceptable to wear as uniform up to and including the 2029-30 academic year. Existing stock of these items can still be purchased from our suppliers and worn throughout this time, but these items will not be re-stocked.

Academy PE Kit

- Black polo shirt with House colour stripes and Academy logo (third required branded item)
- Sports trainers (no plimsolls)
- Black football/rugby socks with Churchill logo
- White sports socks
- Shin pads
- Gum shield
- Black shorts or skort with house colour stripes*
- Black hooded sweatshirt with House colour panels and Academy logo
- Football/rugby boots with studs if required
- Optional: plain black tracksuit trousers or plain black sports leggings
- Optional: rugby shirt

Long hair must be tied back with a plain black hair band

Specialist kit is available to students playing for Academy teams and to some option groups in Years 10 and 11. Please speak to staff for details.

*plain black unbranded shorts or skorts are acceptable alternatives

Academy Dance Kit

- Black polo shirt with House colour stripes and Academy logo for Key Stage 3 (same as PE kit)
- Dance company t-shirts for Key Stage 4 (available to purchase when BTEC course starts)
- Black shorts/skort, black jogging bottoms or black leggings (same as PE kit)
- Black hooded sweatshirt with House colour panels and Academy logo (same as PE kit) - these are removed after the warm up is complete
- Long hair must be tied back with a hair band
- Bare feet or dance shoes. If socks need to be worn for medical reasons these need to be socks with grips on the bottom and a parental email provided (please see below).

If specified kit is not available please send your child in with an appropriate equivalent e.g. plain t-shirt and shorts.

If there is a medical reason your child cannot wear the specified uniform or take part in a Dance lesson please email churchill@churchill-academy.org FAO Dance Department. Handwritten notes are no longer accepted.

For further information see: <https://www.churchill-academy.org/uniform>

Sixth Form Dress Code

Our Sixth Form students are expected to dress in an appropriate manner for the learning environment that they are in. We allow them the responsibility that comes with being a Sixth Former to make appropriate decisions about their appearance.

4.2 Where to purchase or acquire our uniform

4.2.1 New uniform

Our uniform is available from NK Sports in Worle and Deane & Sons in Cheddar. Please note that our uniform can be purchased on-line from both retailers. Orders can be posted to home addresses or can be collected from the stores for free.

- <https://www.nkgroupuk.com/collections/churchill-academy-sixth-form>
- <https://www.deaneandsons.co.uk/c/3/Churchill>

4.2.2 Second hand uniform

Items of second-hand uniform are available for all families via our second hand uniform shop. We have a number of items in stock with prices starting from £2 including Polo shirts, Hoodies and Trousers.

Second-hand uniform sales are held at each of our main school parents' evenings during the year.

We know that uniform can be an expensive requirement for our families and, with this in mind, we want to help our school community by making good quality second-hand uniform easily available to everyone.

Many items of uniform have a longer life beyond the point when our students have outgrown them and could be re-used by another student. As well as saving families money, re-using uniform also reduces our impact on the environment.

To support our scheme, we are asking families to donate any unwanted items of uniform that are in good condition and could be worn by another student.

Please donate items that are:

- In good condition
- Clean

Unfortunately, we cannot accept items that are:

- Ripped or torn
- Stained or marked
- Dirty / unwashed

If you have any uniform items in good condition that your child no longer wears, we would be very grateful if you would consider donating them to the school. Donations can be handed in to the Academy's main reception.

5. Expectations for our school community

5.1 Students

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

- 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)

Students are also expected to contact their Head of House if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents and carers

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

- Clean and in good condition
- Clearly labelled with the child's name
- In line with our uniform expectations

Parents/carers are also expected to contact their child's Head of House if they want to request an amendment to the uniform policy in relation to:

- Their child's [protected characteristics](#)
- The cost of the uniform

Parents/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's complaints policy.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with the Lighthouse Schools Partnership's Complaints Policy.

The school will work closely with parents/carers to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor students to make sure they are in the correct uniform. We will give any students and families breaching the uniform policy the opportunity to comply, but follow up and further actions will be taken if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with the Behaviour Policy.

In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation and the student will not miss classroom teaching because of a sanction. Wherever possible, the Academy will supply uniform items for the student to wear. This is in line with the statutory [guidance](#).

5.4 Governors

Our Local Governing Body (LGB) 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/carers, and students
- Offers a uniform that is appropriate, practical and safe for all students

The LGB will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single-supplier contracts and by re-tendering contracts at least every 5 years.

6. Policy Monitoring Arrangements

This policy will be reviewed every two years by the Headteacher. At every review, it will be approved by the school's local governing body.

7. Links to other policies

This policy is linked to our:

- Behaviour Policy
- Equality information and objectives statement
- Anti-bullying Policy
- Complaints Policy