Uniform and Equipment Policy

Commented [R(1)]: @Chelsea Pastore (PHX) - PE and Sixth Form requirements to be finalised before uploading.

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Section 1: Introduction

1.1 Principles

Future Academies promotes excellence and aspiration in everything its students do therefore this uniform policy is applied to all secondary schools within the Trust; a separate policy will reflect uniform requirements in Future Academy Primary Schools. The Principal or Head of School has discretion over minor amendments that are deemed appropriate for the school community.

The academy uniform is designed to reinforce this spirit of excellence, encouraging students to take pride in belonging to their school community. Our uniform is smart and practical and, as such, it presents a professional and business-like image that enables students to act as ambassadors for their school and for Future Academies.

At Future Academies, we believe that having an academy uniform achieves three important goals:

- It encourages a sense of community identity and pride. By wearing the same badge and the same clothing, students are encouraged to think of the needs of the community as well as their own individual needs.
- It encourages our students to develop habits for life. By learning to polish their shoes, fold their trousers or hang up their blazers, students learn habits of discipline and personal responsibility that will stay with them for life.
- It prevents unkindness or bullying while keeping costs down. By requiring all our students to wear the same low-cost uniform, we reduce the incentive for students to ask parents for the latest (and most expensive) items of fashion. As a result, costs are kept as low as possible, and no child can be identified as being poorer or wealthier than any other.

High standards of presentation are always required when wearing the academy uniform. The uniform must be complete and must not be mixed with non-uniform clothing. In addition, we expect all students to take pride in their personal appearance: clothes should always be clean and smartly presented. We expect shoes to be clean, and we expect students to wear a clean shirt every day. We expect sports kit to be washed each week. It is important to stress that our uniform expectations apply both when students are on the academy premises as well as when they are travelling to and from the academy, when they are on school trips, or when they are otherwise representing our school in the community.

For our uniform policy to be successful, it must be implemented universally and without exception. Our parents and guardians understand this, and they therefore support us at home to uphold the academy's high standards.

We understand that, for some families, finances may be tight. We believe that, by having a strict uniform policy and by doing all we can to keep items of fashion out of the academy, we help families to keep costs down. Nevertheless, if you do have an individual problem, or if you are unsure about an item of clothing, please do not hesitate to contact your child's Head of Year who will deal with your enquiry in the strictest confidence. We have also minimised the number of branded items to keep costs at a minimum.

If in any doubt about the details of the uniform policy, and to save time and anguish, parents/guardians should contact the academy. It is better to check with a member of staff than to rely on assurances from students as these are sometimes incorrect.

1.2 Scope

The uniform policy applies to all students whenever they are in school, travelling to and from school or otherwise representing the academy.

The academy uniform or sports kit must be worn in their entirety. Students should not 'mix and match' the two, nor wear either alongside non-uniform items. If students wish to wear their own clothes after school, they must return home and change completely out of their uniform.

Whilst any item of academy uniform or sports kit is being worn, the Behaviour Policy and Uniform and Equipment Policy apply in their entirety.

Section 2: Uniform and Equipment

2.1 Academy Uniform

Students must only wear the academy blazer, tie and PE top that have been purchased through our official suppliers. In addition, they must also have the official, school specific Future Academies schoolbag which can also be purchased through this supplier. In this way, we ensure that each student looks smart and professional, and that we uphold a consistent standard of dress and appearance.

Our supplier also offers other uniform items, but it is not compulsory for parents to purchase these items through our supplier.

All items not marked with an asterisk in the uniform and sports kit lists must be completely plain. No logos, patterns or embellishments of any kind are allowed. Should there be any questions regarding acceptable academy uniform, please contact the academy to check before purchase. Where the school has previously had additional branded items (skirts/trousers), these may be available as suppliers deplete their stocks, the school will accept school branded items.

Academy Uniform List Years 7-11
Compulsory items

1. Navy blue *Future Academies* blazer with school badge*
2. *Future Academies* navy and grey striped tie* to be worn at waist length
3. Charcoal grey skirt **OR** Charcoal grey trousers.
4. Plain navy or black tights or socks (white socks are not permitted, see additional guidance below – section 2.3)
5. *Future Academies n*avy blue backpack with school badge*
6. White collared shirt
7. Black, flat, leather-fronted, logo-free shoes
   (see additional guidance below)

Optional items

8. Charcoal grey jumper*
9. Dark coloured coat (navy, black etc.) without logos/patterns (small discreet branding only), no denim or leather

Please note that some items are compulsory, whereas others are optional. Items marked with an asterisk (*) can only be bought through our nominated suppliers listed in the appendices section.

2.2 Skirts

Skirts must not be rolled and be of an appropriate length.

Skirts of the correct style and various lengths can be purchased from our uniform supplier or alternative clothing shops. Skirts that are purchased that are not considered to be an appropriate length will need to be replaced at parental/guardian expense.

Sanctions will be given, in line with the Behaviour Policy, to students who fail to wear their skirt at an appropriate length either by rolling their skirt up or by any other means. Students who consistently fail to wear their skirt at an appropriate length will be required to wear trousers following a meeting between parents/carers and a member of the leadership team.

2.3 Tights and Socks

Any tights or socks worn must be plain black or navy blue. White socks or those with logos are not permitted.

2.4 Shoes

Academy shoes should be black, flat, faux leather/leather-fronted and logo-free. The style should be traditional, avoiding the appearance of a trainer.

Some specific styles that <u>are not</u> permitted include:

- Trainer e.g.
- Plimsolls
- Styles that appear to be more trainers or plimsolls than professional black shoes
- Suede, fabric, or canvas shoes
- Shoes with heels
- Styles with obvious logos or branding
- Styles with elaborate buckles, decorations, or patterns

This list is not exhaustive and the academy's decision on what is and is not acceptable is final. If parents are unsure as to whether a particular style will be accepted, they should send a picture of the shoe to the academy before purchasing.

Parents who are struggling to find acceptable affordable shoes are encouraged to contact the academy who will be happy to recommend appropriate footwear.

Please note that, even though shoes may be sold in the 'school' section of shops or online retailers, these may not be within our guidance as to what is acceptable.

Acceptable Styles	Unacceptable styles
	

2.5 Blazers, Coats, and Outside Clothing

- Coats are not to be worn over or under the academy blazer inside the building.
- Dark coloured coat (navy, black etc.) without logos/patterns (small discreet branding only), no denim or leather.
- Scarves, gloves, and hats are not to be worn inside the academy building at any time.
- Hoodies are a banned item and are not to be brought into the academy.
- No coat hoods are to be up whilst on the academy site, except outside when it is raining.
- Blazers must be worn every day. In hot weather, teachers may give permission for blazers to be removed in lessons, but it is the teacher's decision.
- At times, when particularly hot, the Principal may state that it is a 'blazer off' day and therefore blazers do not need to be worn.

- The Principal retains the right to put into effect other semi-permanent arrangements for summer uniform when weather is particularly hot. This will be communicated to families and students when relevant.

2.6 Sports Kit

Students must have the compulsory items (1 – 5 below) for Sport. They will not be allowed to wear their own winter clothes for Sport and, if they choose to wear additional garments for warmth, these must be items 6 – 11 on the list.

All items must be clearly marked with the student's full name.

All items marked with an asterisk* must be purchased through Price and Buckland

Compulsory items

1. White polo shirt with Phoenix Academy logo*
2. Plain navy PE shorts or tracksuit bottoms without logos/patterns
3. Plain navy PE socks without logos/patterns
4. Trainers with only discreet logos. Trainers must not have spikes.
5. A plain navy blue or black material, drawstring bag for sports kit which must accompany, rather than replace, the academy bag.

Optional items

6. Plain grey PE sweatshirt
7. Plain navy-blue sport leggings (only to be worn under PE shorts).
8. Leggings/tracksuit bottoms must be plain. If these are not plain, including having any sport logo, students will not be able to wear these during sport lessons.
9. White unbranded base layer top – this must be worn under the white polo shirt.
10. Football boots, shin pads, gum shield.

Students who are unable to participate in a sport lesson owing to injury are still expected to bring and wear their full sports kit, as well as a note from their parents/guardians requesting that they be excused. Excused students will be able to participate through coaching and officiating roles.

2.7 Future Academies School Uniform Providers

Price and Buckland were appointed as the uniform supplier for Future Academies in 2026, they operate an online only model. Links to the uniform website and further information about ordering, sizing, returns and customer service can be found on the 'uniform' section on the academy website.

T: 0115 964 0827
E: sales@price-buckland.co.uk
W: https://price-buckland.co.uk/

2.8 Equipment

Every student must have the following equipment with them every day:

- A scientific calculator
- A pencil case containing:
  - 2 black pens
  - 2 green pens
  - A mini whiteboard

- A Top Ten Test booklet
- a pencil
- a ruler
- a rubber
- A yellow highlighter

- A water bottle.
- A black/navy hairband for sport and practical lessons if hair is long.
- Year 11 and Year 13 must have a clear pencil case for exams.

The presence of the above items will be checked regularly and students will be sanctioned if they do not have any item.

An equipment shop runs at the school offering low-cost replacements for all above items. Students will be issued a detention if they are missing items of equipment and therefore should ensure that they replace items before they run out.

Top Ten Test (TTT) booklets are a compulsory item of equipment for learning and must be brought to school every day. A small fee will be charged to students who need replacement TTT booklets to cover printing costs.

2.9 Labelling

We require all items of clothing to be clearly marked with the students' full name. With hundreds of students owning identical uniforms, it is much more likely that lost items will be returned if they are named. Labels are available through our school uniform supplier for this purpose. Black permanent markers may be used, but names should be written largely, clearly and in full (not initials).

Section 3: Presentation and Appearance

3.1 The appropriate wearing of uniform

The following points about general appearance should be noted:

- Blazers must be clean and well-maintained. They must be worn at all times when moving around the academy site as well as on-route to and from the academy. Sleeves must not be rolled up. Shirts must be tucked in at all times. Top buttons must always be fastened. Shirts must have no logos and should not be in a fitted design. At times, when particularly hot, the Principal may state that top buttons can be unfastened. Jumpers are an optional item. However, if a jumper is worn, it must be an approved style as detailed above. Ties must be worn with a neat knot covering the top button and with the bottom of the tie touching the waist. Skirts must be of an appropriate length and not shortened by being rolled up at the waist.

- Outdoor coats and winter garments must be removed upon entering the building.

3.2 Hair styles

If worn long, hair must be well-kept and tidy and allow the face to be seen. Extremely long hair must be tied back. Long hair must be tied up for sport and practical lessons; students with long hair must bring a hairband.

Braids and hair extensions are allowed but must be kept neat.

Regardless of hair style hair accessories must be plain black, navy blue or white and without patterns.

The Halo Code for Schools

Our school champions the right of staff and students to embrace all Afro-hairstyles. We acknowledge that Afro-textured hair is an important part of our staff and students' racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance.

We welcome Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps. The colour of headscarves and wraps must always be plain black or navy, in line with school uniform expectations.

3.3 Jewellery

Bracelets, rings, necklaces are not permitted. A single small pair of studs in (no larger than 5mm in diameter) may be worn.

The only exception to this is the wearing of a discrete watch with a plain strap. Smart watches are not allowed as these may distract from learning. Please note that no watches of any kind are permitted in public examinations.

An item of jewellery which is worn on religious grounds is allowed if substantiated by a letter from the leader of the religious community.

Any item of jewellery which is worn on medical ground is allowed if substantiated by a letter from a medical professional.

3.4 Make-up

Students may wear natural-looking make-up. False eyelashes or lash extensions of any kind are not permitted. Nail varnish of any description, as well as nail extensions/acrylics, are similarly forbidden. Students are not allowed to wear henna unless agreed with the Principal beforehand (see Section 3.6).

The academy reserves the right to make final judgements on what is and is not appropriate.

3.5 Belts

If a student wears a belt, it must be plain black and leather/faux leather. It should have one plain buckle.

3.6 Items of religious significance

Some students may choose to wear headscarves. If so, these headscarves must look conventional and understated in style.

- Headscarves must be black, navy blue or white.
- Pins or clips must be small, dark in colour and understated.
- There can be no decorations such as sequins or patterns.

Some students may choose to wear a turban. If so, these turbans must look conventional and understated in style.

- Turbans must be black or navy blue.
- There can be no decorations such as sequins or patterns.

The Principal may grant relevant exemptions from specific aspects of the uniform policy, but only where this is required as a matter of sincere religious observance and where this can be substantiated by a letter from the leader of the relevant religious community. The academy's decision is final.

(Also see Section 3.3 Jewellery)

Section 4: Policy Infringements

The academy is a place of learning and not a place to demonstrate or show off the latest fashion accessories, clothes, or footwear. Our uniform and equipment policy encourages a sense of pride, belonging and loyalty to the community of which all students are members. The policy also removes any visible manifestations of inequality. The policy is applied consistently and without exception – 'every day, every child, no excuses. Students are expected to adhere to the policy at all times, including on their journey to and from the academy.

When a student is not dressed in the full uniform or does not have the expected appearance, they will not be permitted to attend lessons. In such cases, and if parents/guardians can be contacted and informed and requested to resolve immediately; alternatively, will undertake supervised work within the Internal Exclusion room until the correct uniform is brought to them, or until they are of the expected appearance.

When a student is missing a compulsory piece of equipment or an item of sport kit, they will sit a detention after school the same day (see Behaviour Policy).

Section 5: Sixth Form Dress Code

Sixth Form students are expected to wear formal business attire. They must be smartly dressed at all times, as they would be if working in a smart professional environment. Business dress items permitted are:

- Jilbab
- Hijab
- Formal business shirt and tie
- Blouse/smart top
- Smart jumper (with shirt/blouse)
- Smart formal shoes (only modest heal permitted)
- Lanyard with identity card (must be worn at all times)

The following are not permitted:

- Casual trousers (e.g. combats, track suits, leggings)
- Casual tops (e.g. track suit, fleeces, T-shirts, hoodies, sweatshirts)
- Casual shoes (e.g. trainers, pumps, canvas shoes)
- Trousers, shirts, blouses or skirts made from denim
- Sportswear
- Revealing clothes
- Overly conspicuous jewellery (e.g. oversized earrings or necklaces)

Students in the Sixth Form may wear natural-looking make-up and subtle jewellery. The academy reserves the right to make final judgements on what is and is not appropriate.

Students will be sent home if they do not conform to the dress code. Parents will be contacted on the first occasion a student is required to be sent home in relation to a dress code violation. In the event of any subsequent digression from the dress code, the student will be sent home to change.

Sixth Form students may bring mobile phones, iPad/laptops etc. with them to the academy but they are only permitted to use them in the Sixth Form area at designated times. If a student is seen using any such item outside of a the Sixth form block, the item will be confiscated and returned at the end of the day. Any further digressions will be dealt with in line with the Sixth Form behaviour procedures and a meeting will be held with the Head of Sixth Form.

It is beyond the scope of the policy to provide guidance on every eventuality. If in any doubt about the appropriateness of a garment, students should check with the Head of Sixth Form before purchasing it.

Section 6: Second Hand Uniform

All parents and students are encouraged to drop off washed items of uniform that are no longer required to the school reception which the school will make available to those who need them.

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