

Bishop Young C of E Academy Policies & Procedures

Uniform Policy

Approved on	19 th November 2025
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Approved by	BYA GAB
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Last reviewed on	28 th September 2022
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Next review due	November 2028
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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 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 sex, race, religion or belief, disability, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in a way that is appropriate and safe for school yet makes them feel most comfortable (see 'General school uniform' section below).
- Allow pupils to wear headscarves coloured plain navy blue, black, white, or grey and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to contact Mr David Kilkenny via the school office who can answer questions about the policy and respond to any requests

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 on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that must have a school logo) cannot be purchased from a wide range of retailers and that requiring such items limits parents' ability to 'shop around' for a low price.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible and making it clear to parents/ carers where non-branded uniform can be worn
- Avoiding specific requirements for items pupils could wear on non-school days
- Avoiding different uniform requirements for different year groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes

4. Expectations for school uniform

We believe that a school uniform is important in contributing to a sense of belonging and community. It helps children feel equal to their peers in terms of appearance and fosters a feeling of pride in their school. Our school uniform is designed to be practical, maintainable, and excellent value for money.

We ask that all children wear the uniform and encourage them to maintain a good standard of clean and tidy dress in school.

Uniform checks take place daily, as pupils arrive and throughout the day. Any pupil wearing items that do not conform to our policy will be asked to change into spare school uniform. The school reserves the right to send pupils home to address any deviation from the school dress expectations prior to returning to school.

General School Uniform

- Black V-neck jumper with the academy crest
- Plain white school style shirt with top button fastened and of sufficient length to be tucked into trousers or skirt
- School tie to be worn clipped at neck
- Plain black trousers or a black knee-length skirt. Skirts made from jersey material are not allowed
- Plain grey, white, or black ankle socks or plain black tights, socks cannot be worn over tights, and socks cannot be knee length

- Plain black shoes or trainers with no platform soles or high heels. Shoes or trainers should not have flashes, logos, patterns or have coloured / air bubble soles. Laces also need to be black. No canvas pumps or boots are allowed
- Jean, cord, tracksuit, and other high fashion style trousers including combat trousers, leggings, hipsters, and ski pants are not permitted
- The only items of jewellery/adornments a student may wear are a wristwatch, a simple cross and chain. Earrings may be worn but only one stud per ear lobe. Other piercings and adornments are not permitted
- All students may wear discreet make-up
- Extremes of hairstyle including patterns, multiple unnatural colours, designs, shaved heads, Mohican cuts, and lines cut into the hair are not permitted. Students can have one unnatural hair colour.
- Students are not allowed to have beads in their hair. Extensions to hair are allowed but they must be of one colour.
- Belts, if worn, must be plain black
- Fashion badges are not to be worn in school
- Nail varnish is allowed; nails must be of a suitable length to allow a student to work productively and safely. If this is not the case, then a student will be expected to remove them.

Outdoor clothing

- Students should wear plain, practical coats which offer good protection in bad weather
- The term 'coat' does not refer to sweatshirts, cardigans, sports, or hooded tops
- Outdoor coats must not be worn in class or on the school corridors
- The wearing of any item of denim clothing is not acceptable
- Hats, caps, or hoods must not be worn on the school site

PE Kit (indoor)

- Navy polo shirt with logo
- Navy shorts
- Navy tracksuit bottoms
- White socks
- Trainers

PE Kit (outdoor)

- Navy polo shirt with logo
- Navy rugby shirt
- Navy shorts
- Navy football / hockey socks
- Navy tracksuit bottoms

- Shin pads
- Football boots

PE may take place indoors or outside. Children should have appropriate PE kit for the weather conditions. Navy tracksuit bottoms may be worn during the winter months.

All pupils are expected to take full part in PE lessons unless a doctor's note or a note from the parent / carer is sent. They will still take some part in the lesson so their kit must still be brought into the lesson. We appreciate that under some circumstances the student may not be able to change into sports clothing.

Suppliers of agreed items of uniform for Bishop Young Academy

Branded Items

Rawcliffes Schoolwear
Roundhay Road
Leeds LS8 4AR

The School Uniform Shop
369-371 Harehills Lane
Leeds
LS9 6AP

Non-Branded Items

ASDA	shoes, trousers, skirts, shirts and jackets for boys and girls
Sainsbury's	shoes, trousers, skirts, shirts and jackets for boys and girls
Marks & Spencer	shoes, trousers, skirts, shirts and jackets for boys and girls
Tesco	shoes, trousers, skirts, shirts and jackets for boys and girls
New Look	shoes, trousers, skirts, shirts and jackets for girls
Dorothy Perkins	Trousers for girls
Clarks	shoes for boys and girls
Shoe Zone	shoes for boys and girls
Clinkards	shoes for boys and girls
Jones	shoes for boys and girls

5. Expectations for our school community

Pupils

Pupils 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)

Pupils are also expected to contact the Principal if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact the Principal if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform
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Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints policy

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

Staff

Staff will monitor pupils to make sure they are in the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply but will follow up with the Principal

if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Principal.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

Governors

The governing board will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Considers the views of parents and pupils
- Offers a uniform that is appropriate, practical, and safe for all pupils

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

6. Monitoring arrangements

This policy will be reviewed by the local governing board at least every 3 years.

7. Links to other policies

This policy is linked to our:

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