



**Pool Academy**

Part of Athena Learning Trust

# **Pool Academy School Uniform Policy**

Reviewed by: Education Performance Committee

Last reviewed: Jan 2026

Due for review: Jan 2029

Version: 1.0



## 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
- 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, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Lynsey White (lwhite@poolacademy.uk), 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 uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents/carers' 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.
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- Considering cheaper alternatives to school-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 pupils could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- Avoiding different uniform requirements for different years/classes/house groups
- Avoiding different uniform requirements for extra-curricular activities

- Considering alternative methods for signalling differences in groups for inter-school competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy, and carefully considering any complaints about the policy

#### **4. Expectations for school uniform**

##### 4.1 Our school's uniform

###### Required Items of Uniform

- School blazer with Pool Academy logo (purchased from [Trophy Textiles](#))
- Shirt - White, plain, tailored (preferred long sleeve, although short sleeve is acceptable)
- Tie (purchased from [Trophy Textiles](#))
- Trousers (Girls/Boys) - Black, formal cut or Black Shorts with Pool Academy Logo. (Shorts to be purchased from [Trophy Textiles](#))
- Skirt - Pool Academy approved skirt, Cornish tartan (purchased from [Trophy Textiles](#))
- Tights - Required if wearing a skirt, black (min 40 denier)
- Socks - Black
- Footwear - Plain black, polishable shoes. Black laces. Sensible heel
- School Bag - Rucksack or equivalent (big enough to hold an A4 folder)

###### Optional Items of Uniform

- Belt - Plain black
- Coat - Outdoor coat / weatherproof. Any colour
- Hats / Scarves - Worn outside
- Jumper - Black V Neck with Pool Academy logo (purchased from [Trophy Textiles](#))

###### Girls' PE Kit (Required Items)

- T-shirt (purchased from [Whirlwind Sports](#))
- Pool Academy Shorts or Skort (purchased from [Whirlwind Sports](#)). Alternatively, plain black leggings or jogging bottoms
- Gum shield
- Shin pads
- Separate pair of PE Trainers
- Pool Academy long socks (purchased from [Whirlwind Sports](#))

###### Boys' PE Kit (Required Items)

- Rugby Top (purchased from [Whirlwind Sports](#))
- T-shirt (purchased from [Whirlwind Sports](#))
- Black Sports Shorts or Black Sports Jogging Bottoms (purchased from [Whirlwind Sports](#))
- Gum shield
- Shin pads

- Separate pair of PE Trainers
- Football / rugby boots
- Pool Academy long socks (purchased from [Whirlwind Sports](#))

#### (Optional Items - Boys and Girls)

- Sweatshirt (purchased from [Whirlwind Sports](#) or plain black version)
- Jumper (without a hood)
- Thermal base layer (must be plain black)

The above uniform requirements apply consistently throughout the school year. There are no seasonal or situational variations to the items listed.

#### Hairstyles

- Any extreme haircut or fashion statement is not acceptable.
- Please keep hair colour to one natural tone.

#### Jewellery

- Rings are not permitted.
- Earrings - one pair of small studs is acceptable in lower lobe only.
- Bracelets, wristbands (charity or otherwise) are not acceptable.
- A watch is permitted.
- A necklace should be worn inside the shirt. Any inappropriate large fashion necklaces are not acceptable. Ideally we would like 'no necklaces'.

#### Body Piercings

- These are not acceptable. This includes all internal and external facial piercings.
- Make-up:
- Students will be asked to remove any make-up considered to be excessive.
- Nail varnish / false nails are not allowed.
- No false eye lashes are permitted in school.

#### 4.2 Where to purchase it

Where stated, uniform can be purchased from [Trophy Textiles](#). PE Kit can be purchased from [Whirlwind Sports](#). All other items of uniform can be purchased from high street retailers.

Second-hand school uniform can be purchased from the academy Monday-Thursday between 3.15pm and 4pm. Please email [enquiries@poolacademy.uk](mailto:enquiries@poolacademy.uk) for further details.

## **5. Expectations for our school community**

### 5.1 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 Lynsey White (lwhite@poolacademy.uk) if they want to request an adaptation of 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
- Clearly labelled with the child's name
- In good condition

Parents/carers are also expected to contact Lynsey White (lwhite@poolacademy.uk) if they want to request an adaptation of 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.

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/carers to arrive at a mutually acceptable outcome.

## 5.3 Staff

Staff will closely monitor pupils to make sure they are in the correct uniform. They will give any pupils and their parents/carers breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the [Behaviour Policy](#).

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.

## 5.4 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
- Takes into account the views of parents/carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The governing body 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 regularly. The governing body will ensure that information about secondhand uniform is available for parents/carers.

## **6. Links to other policies**

This policy is linked to our:

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