George Eliot Academy
The best in everyone™
Part of United Learning

Uniform Policy

Reviewed: Autumn Term 2026
Date of Next Review: Autumn Term 2027
This policy should be read in conjunction with the Academy's Behaviour, SEND and Anti-Bullying Policies.

George Eliot Academy
Uniform Policy

Contents

1. Vision for Uniform
2. Aims
3. Legal Duties Under the Equality Act
4. Limiting the Cost of Academy Uniform
5. Expectations for Academy Uniform
6. Purchasing Uniform
7. Expectations for Our Academy Community

1. Vision for Uniform

At George Eliot Academy, we believe in creating a learning environment where every pupil has an equal opportunity to succeed. Our academy uniform policy reflects our commitment to social justice and equity by removing barriers related to appearance and economic background. By wearing the same uniform, all pupils are empowered to focus on their education, build a sense of belonging, and thrive together as equals.

2. 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 academy uniform

3. Legal Duties Under the Equality Act 2010

The Equality Act 2010 prohibits discrimination against an individual based on protected characteristics, including sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our academy 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, although we reserve the right to require it to be tied back where appropriate.
- Allow all pupils to style their hair in a way that is appropriate for academy and enables them to feel comfortable and confident.
- Allow pupils to wear headscarves and other religious or cultural symbols.
- Consider requests for reasonable adjustments to the uniform policy on the grounds of equality.

4. Limiting the Cost of Academy Uniform

Our academy has a duty to make sure that the uniform we require is affordable and in line with statutory guidance from the Department for Education on the cost of academy uniform.
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 make sure our uniform:

Our academy has a duty to ensure that the uniform we require is affordable and in line with statutory guidance from the Department for Education on the cost of academy uniform.

We understand that items with distinctive characteristics, such as branded items or those requiring a specific logo, colour or design, cannot always be purchased from a wide range of retailers. Requiring a large number of such items limits parents' ability to shop around for the best value.

We will ensure that our uniform:

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

We will do this by:

- Carefully consider whether any items with distinctive characteristics are necessary.
- Limiting items with distinctive characteristics to low-cost or long-lasting items.
- Considering affordable alternatives where these do not compromise quality and durability.
- Avoiding specific requirements for items pupils could wear on non-academy days, such as coats and bags.
- Keeping the number of optional branded items to a minimum so that the academy uniform continues to act as a social leveler.
- Avoiding different uniform requirements for different year groups.
- Avoiding different uniform requirements for extra-curricular activities.
- Maintaining arrangements for parents and carers to acquire second-hand uniform items.
- Avoiding frequent changes to uniform specifications, minimizing financial impact on parents and carers.
- Consulting with parents, carers and pupils on any significant proposed changes to the policy and carefully considering any concerns raised.

Good-quality second-hand uniform is available through the George Eliot Academy PTA. Parents and carers wishing to donate or purchase second-hand uniform should contact Lorraine Lewis for further information.

5. Expectations for Academy Uniform

Our academy's uniform

It is important that parents, carers and pupils understand that the George Eliot Academy uniform is compulsory and that all pupils are expected to meet these standards at all times.

Our uniform consists of smart trousers, skirt or shorts, shirt, tie and blazer, encouraging pupils to take pride in their appearance and their Academy.

The required uniform is detailed below:

Item	Compulsory or optional
Official academy blazer	Compulsory
White shirt with long or short sleeves Must be tucked in and the top button must be done up	Compulsory
Academy tie	Compulsory
Academy V-neck jumper with green trim	Optional
Black tailored trousers Black tailored shorts (knee length) Trousers should be smart and business like Black pleated knee length academy skirt	Either trousers or pleated skirt are compulsory
Tights—plain black opaque or flesh coloured Socks—plain black or white socks	Optional
Shoes—plain black academy shoes, flat heeled Boots can be worn under trousers	Compulsory



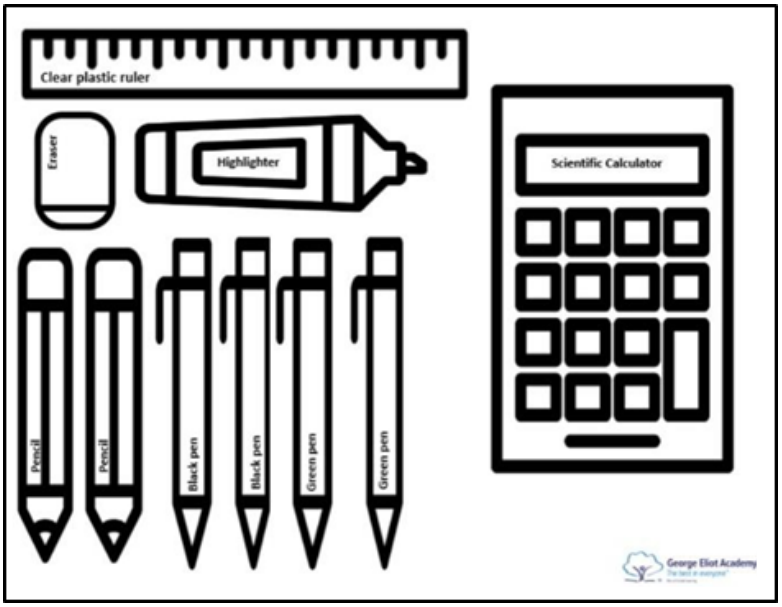
Academy Bag—Backpack, must be big enough for A4 books. No Handbags are allowed
Hairstyles—Must be simple and only natural colours, no extreme hair styles, no patterns or shapes cut into it.
Coat—Plain, full length coat or anorak. **No denim/leather or fur jackets**
Jewellery— A non-smart watch, academy badges, one bracelet and one small pair of plain ear studs in the lower ear lobes only, which must be easily removable. Any nose piercing must be a clear, flat retainer stud. No other facial piercings.
Make up – Pupils can wear discreet natural makeup. Eye lashes must be discreet and natural looking.

PE Item	Compulsory or optional
Sports polo top - black and green with academy logo	Compulsory
Shorts - plain black (no cycling shorts)	Compulsory
Sports Leggings - **GEA branded only**	Optional
Academy training top	Compulsory
Sports socks	Compulsory
Trainers (no fashion trainers, canvas or hi-tops)	Compulsory
Football boots	Optional
Sports bra	Recommended





Pencil case
2 x black pens
2 x green pens
2 x pencils
Clear plastic ruler
Eraser
Highlighter
Scientific calculator - Casio FX83GT CW



Equipment Guidelines

Pupils are expected to arrive at academy fully equipped for learning. Where pupils do not have the required equipment, sanctions will be applied in line with the academy's Behaviour Policy.

Uniform guidelines

Pupils who arrive at school in incorrect uniform will be supported to rectify this wherever possible. Where items cannot be corrected immediately, pupils may be required to borrow replacement uniform. Failure to comply with uniform expectations may result in sanctions being applied in line with the Behaviour Policy.

Trousers

- Trousers must be full-length, smart and business-like, made from traditional school wear fabric.
- Jeans, jogging bottoms, leggings, flared leggings and fashion trousers designed to resemble leggings are not permitted.

Skirts and Shorts

- Black pleated, knee-length school skirt.
- Black tailored, knee-length shorts.

School Shoes

No trainers, pumps, high heels or canvas shoes.

School shoes must be:

- Plain black.
- Flat-heeled.
- Suitable for a school environment.

In addition:

- Boots may be worn under trousers.
- Trainer-style footwear is not permitted, including black trainers and Nike Air Force-style shoes.

Nail Guidelines

- No nail varnish is permitted.
- Acrylic nails, gel nails, nail extensions and false nails are not permitted.
- Nails must not be of excessive or impractical length.

Hair Guidelines

Hair must:

- Be neat and appropriate for a school environment.
- Be of a natural colour.

The following are not permitted:

- Extreme hairstyles.
- Patterns, lines or shapes cut into the hair.

- Unnatural hair colours.

Jewellery and Accessories

The following are not permitted:

- Smart watches.
- Other wearable technology.
- Excessive jewellery.
- Facial piercings

Coats, Bags and Accessories

- Pupils must use a suitably sized, double-strapped backpack capable of carrying A4 books and equipment.
- Handbags, tote bags and small crossbody bags are not permitted.
- Coats may be worn outdoors but must not replace the academy blazer.

PE Kit

Pupils must wear the approved George Eliot Academy PE kit.

PE Leggings

- The wearing of sports leggings is optional; however, where leggings are worn, they must be official George Eliot Academy branded sports leggings.

6. Purchasing Uniform

All orders should be placed through Match Fit Kit or Academy Wear Centre.

Their websites can be found at Shop - Match Fit Kit or Academywear Centre

We actively encourage parents to donate good quality items of used uniform to the PTA of GEA so that this can be made available for sale at reduced rates for those who are identified as being in need. Parents who wish to either donate or purchase secondhand uniform should contact Lorraine Lewis on: Lorraine.Lewis@georgeeliotacademy.org.uk

7. Expectations for Our Academy Community

Good-quality second-hand uniform is available through the George Eliot Academy PTA. Parents and carers wishing to donate or purchase second-hand uniform should contact Lorraine Lewis for further information.

Pupils

Pupils are expected to wear the correct uniform at all times, except on authorised non-uniform days, including:

- On the Academy premises.
- Travelling to and from school.
- At out-of-school events or educational visits where uniform is required.
- When representing George Eliot Academy.

Parents and Carers

Parents and carers are expected to ensure that 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 and carers should contact the Academy if they wish to discuss a reasonable adjustment to the uniform policy.

Staff

Staff will consistently monitor and support pupils to ensure that they comply with the Uniform Policy.

Where financial hardship is identified, staff will work sensitively with families to identify appropriate support and solutions.

Breaches of the Uniform Policy will be addressed in line with the Behaviour Policy.

Where short-term amendments to uniform expectations are required due to extreme weather or other exceptional circumstances, parents and carers will be informed through the Academy's usual communication channels.

Governors

The Governing Board will review this policy and ensure that it:

- Is appropriate for the context of George Eliot Academy.
- Is implemented fairly and consistently.
- Takes account of the views of parents, carers and pupils.
- Provides a uniform that is practical, affordable, appropriate and safe for all pupils.