

Emerson Park Academy



UNIFORM POLICY 2026 - 2027

_____ Signature (Chair of Board of Directors)

Date Reviewed: October 2026 _____

Date Adopted by Board: _____

Next Review Date: August 2027

Rationale

The Governing Body, after appropriate consultation with staff, parents, guardians and students, believes that a school uniform is necessary for all students at compulsory school age.

It is intended that the school's ethos and image will be reflected in the uniform and dress code, thus creating a positive attitude to learning and working environment.

Policy

The purpose of the school's uniform policy is:

- To ensure that all students, regardless of culture, gender or social background have equal access to school uniform.
- To explain how we will avoid discrimination in line with our legal duties under Equality Act 2010.
- To ensure that, where students are involved in hazardous situations, safety measures are observed to ensure the health and safety of students and staff.
- To ensure that no student will be prevented from joining the school because of the prohibitive cost of the uniform and that it provides best value for money.
- To ensure that students present positive images of the school by fully complying with the dress code.

Guidelines

1. The regulations relating to school uniform are published annually in the school prospectus, on the school website and in regular correspondence with parents/guardians.
2. The cost of the school uniform is reviewed annually. The cost of the uniform should not, in practice, prevent students from joining the school and must provide value for money.
3. The school will not use its powers to exclude students permanently for failure to follow regulations relating to school uniform. However, where a student is defiant and refuses to make the necessary change(s), they may be placed in reflection until the matter is resolved.

4. The Health and Safety at Work Act 1974 takes certain demands, as does common law, relating to hazardous situations. In particular, safety aspects relating to footwear, jewellery and protective clothing must be applied, where appropriate (see Appendix 1).

5. Where a student is unable to provide protective clothing as required, the school will make a basic provision to meet health and safety regulations.

6. The student's form tutor will be required to check the student's uniform and general appearance daily and make contact with home where required. Where a student continues to disregard uniform regulations, the form tutor should refer the student to their Head of Year or relevant Pastoral Support Assistant. The Head of Year should then see the student and contact home, if necessary.

7. Where there is a dispute regarding school uniform and what is appropriate, the Head Teacher's decision is final.

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, and gender reassignment.

To avoid discrimination, the Academy will:

- Avoid listing uniform items based on sex, to give all students 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 students
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable. We do not allow extremes of style (see below)
- Allow students to wear headscarves
- Allow for adaptations to our policy on the grounds of equality by asking students, or their parents/guardians, to get in touch with Mr Oakins, Deputy Head Teacher, who can answer questions about the policy and respond to any requests.

Limiting the Cost of School Uniform

The Academy 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 or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parent's/guardian's 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/guardians.

We will do this by:

- Carefully considering which items with distinctive characteristics are necessary.
- Limiting any items with distinctive characteristics where possible. For example, only the blazer, jumper and the blue PE top, must feature the school logo and are compulsory to be worn. There is not a requirement to wear branded PE shorts, which are now optional and not compulsory.
- Items with distinctive characteristics are confined to low-cost or long-lasting items and these are regularly compared with other widely available pieces of clothing, based on cost and quality.
- We have removed additional specific requirements for items students could wear, such as coats and bags. These do not need to be a specific colour or style, although both should be appropriate for school (i.e., bags must be large enough for students to carry with them their pencil case and books).
- We have avoided different uniform requirements for different year, class, and house groups, except for a school tie.
- We avoid different uniform requirements for extra-curricular activities.
- Providing bibs or wristbands for students to wear when taking part in house-based activities.
- We have made sure that arrangements are in place for parents/guardians to acquire second-hand uniform items through our 'Pre-Loved School Uniform Shop'.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/guardians of any changes
- Consulting with parents/guardians and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

School Uniform/Standards of Appearance

We have a smart and practical uniform which must be worn during school hours and when pupils travel to and from the Academy. Pupils must at all times conduct themselves properly and with courtesy, so as to bring credit to themselves and their parents, whilst also presenting a good image of the Academy to the community.

PLEASE NOTE: all uniform in the first table can only be purchased from our authorised supplier: **Haverling Schoolwear**, 160-162 Hornchurch Road, Hornchurch, RM11 1QH (www.haveringschoolwear.co.uk). For your convenience, during term time only you will be able to have items delivered to Emerson Park Academy. At the checkout, click on 'click and collect' and in the notes section before you complete the order, write 'deliver to Emerson Park Academy', along with your child's name and form group. Delivery will take place within 5 working days.

Compulsory school uniform items

BLAZER	Navy Blue blazer with school emblem embroidered on pocket.
TIE	Navy Blue (clip-on) embroidered with school emblem and house colour stripe.
JUMPER	Navy Blue V-necked embroidered with school emblem.
HOUSE T-SHIRT	EPA Design in House colour
PE SHORTS	Popcorn Shorts (EPA design – two pairs recommended)
PE POLO SHIRT	Dry-Tech Polo Shirt (EPA design)
RUGBY/HOCKEY SHIRT	EPA design
RUGBY/HOCKEY SOCKS	EPA design
PE TRACKSUIT	EPA design

Other compulsory uniform items

TROUSERS (Boys)	Black Trousers (traditional style only)
SKIRT (Girls)	Navy Blue box-pleat skirt.
SHIRT	Plain white (button up to neck)
SOCKS	(Boys) Dark coloured socks (Girls) White knee-length socks, no bows or frills / plain black tights
SHOES	Plain black leather shoes with an enclosed toe. For further information please see below and refer to the

	'Footwear Guide' located on our website for images of the types of footwear allowed and not permitted in school.
PE Kit	PE Bag Football Boots Training Shoes White Ankle Socks Gum Shield Shin Pads Towel

Other Optional items for Physical Education

TRAINING TOP	EPA Design ONLY – (supplied by Havering Schoolwear)
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All uniform should be marked with your child's name

The school blazer must be worn at all times going to and from lessons.

In the rare circumstances your child is not present in the correct uniform, a note from yourself to your child's form tutor helps to keep everyone informed.

Shoes – Plain black leather shoes with an enclosed toe.

Unacceptable footwear includes:

- All types of trainers
- Any sports logo on footwear
- Converse type shoes
- Plimsoll-like shoes
- Designer shoes/trainers e.g. Prada

Should your child come to school in unacceptable footwear they will be expected to borrow a pair of school shoes for the day.

Outdoor coat – Your child can wear a black outdoor coat with small logo only. Coats must be worn over your child's blazer. Hoodies, Dri-Fit tops and fur coats are not permitted.

Jewellery - The only jewellery permitted is a watch. Any piercings must be carried out at the start of the summer holidays and removed before the start of the new term.

Airpods/Headphones are not permitted.

Mobile phones must be turned off and not visible. Please do not message or call your school. If you need to get a message to your child during the day, please contact the school office.

If your child is wearing or carrying non-permitted items, they will be confiscated and returned to them at the end of the school day.

Acrylic/painted nails are not allowed. Please ensure acrylic/painted nails are removed before returning to school after any holiday period.

Make-up should be discrete (no false lashes or high brows).

Hair should be neat and tidy, we do not allow pupils to have extreme hair styles, colours, or certain types of head wear.

The Academy does not allow:

- Haircuts shorter than a number 2, or if scalp can be seen, then the cut is not acceptable
- Mohicans
- Dyed hair, unless of a natural colour. **No** unnatural colours (e.g. pink, blue purple, pillar box red, green etc.)
- Tram lines/logos patterns or cuts to hair or eyebrows
- Large Flowers/Diamante Head Bands, etc.

Hair ribbons and accessories – minimal, navy blue or black only.

If these expectations are not adhered to then the school will take disciplinary action, pupils will be asked to attend our internal inclusion room until the matter is rectified.

Should you have any doubts about the suitability of any school uniform or matters relating to your child's appearance, please contact the school and ask to speak to your child's Head of Year.