


PADGATE ACADEMY

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 padgateacademy

Principal: Mr A McMillan Bsc (Hons)

TCAT UNIFORM POLICY – PADGATE ACADEMY

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Signature of Chair of Padgate Academy Governing Body	Carole Owen
Signature of Academy Principal	Adam McMillan
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Introduction

1.1 Each academy within the Challenge Academy Trust will independently decide on matters relating to uniform, however, in the light of statutory guidance published by the Department for Education (DfE) in November 2021, the Trust has agreed a set of Trust wide principles. These principles will be interpreted at academy level, with details of each academy's approach set out in their individual policy. Trustees and Governors will periodically review each academy's policy and make sure that it:

- Is appropriate and in line with DfE guidance
- Is implemented fairly across the academy
- Takes into account the views of parents and carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

Trustees and Governors will also ensure that the academy uniform supply arrangements give the highest priority to cost and value for money.

Aims

2.1 This policy aims to:

- Set out the Trust's approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers.
- Explain how the Trust will avoid discrimination in line with our legal duties under the Equality Act 2010.
- Clarify the Trust's expectations for school uniform

The Trusts Legal Obligations Under the Equality Act

3.1 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, the Trust 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 uniform costs the same for all pupils.



- Allow all pupils to have long hair (though each school reserves the right to ask for this to be tied back).
- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable.
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment.
- Allow pupils to wear headscarves and/or other religious garments.
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs. The 3-18 Education Trust Uniform Policy Page 4 of 6 Summer Term 2024
- Allow for reasonable adaptations to the policy on the grounds of equality by asking pupils or their parents/carers to get in touch with their school, who will be able to answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

Limiting the Cost of Uniform

- 4.1 All academies in the Trust have a duty to make sure that the uniform required is affordable, in line with statutory guidance from the DfE on the cost of school uniform.

The Trust understands 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. No pupil should ever be discouraged from participating in any aspect of school life, such as interschool competitions, because of the cost of additional uniform requirements.

The Trust will make sure each academy:

- Ensures that their uniform is available at a reasonable cost.
- Provides the best value for money for parents/carers.
- Has second hand uniform available at a reduced costs or free of charge and that information relating to this is clear on their website.

The Trust will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary



- Limiting any items with distinctive characteristics where possible. For example, by only asking that a blazer, worn over a jumper, features the school logo.
- Limiting any items that be worn only at certain times of year
- Making it clear whether items are optional
- 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-academy days, such as coats, bags and shoes.
- Limiting items that can only be purchased from a specific retailer
- Keeping the number of optional branded items to a minimum, so that the academy's uniform can act as a social leveller.
- Avoiding different uniform requirements for different year/class/house 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
- Includes information about optional or required items
- Ensuring that arrangements are in place for parents/carers to acquire second-hand uniform items.
- Avoiding frequent changes to uniform specifications and minimizing the financial impact on parents/carers of any changes.
- Consulting with parents and carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

Expectations for Uniform in our Academies

5.1 The CEO will ensure that each academy has its own uniform policy available on the academy website which complies with this guidance.

Expectations for the Trust Community

6.1 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 their 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 and carers 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

Parents and carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in line with the Trust's Complaints Policy. Disputes about the cost of the school uniform will be:

- Resolved at school level.
- Dealt with in accordance with the Trust's Complaints Policy

The academy will work closely with parents and carers to arrive at a mutually acceptable outcome.

Staff - Management of Uniform

7.1 Staff will closely monitor pupils to make sure they are in 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 the school's Uniform Policy will be dealt with in line with each school's 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.

Links to other policies

8.1 This policy is linked to our:

Equality policy

Complaints policy



Policy monitoring & review

9.1 This policy will be reviewed on an annual basis by the Trust Board. The views of the trust community e.g. parents/carers will be sought through surveys.



10. Padgate Academy Uniform

A new uniform for Padgate Academy students is to be launched from September 2025 for all Y7 students. The new uniform will be compulsory for the new intake. Our new school uniform has been designed in collaboration with students, staff, parents and Governors to better reflect our identity and ensure it remains practical, smart, and cost-effective for all of our families.

The new uniform will also be available to current students and any students when they are ready to update their current uniform due to sizing or wear and tear.

We understand there will be a period where both old and new uniform styles are seen across the school, and we want to reassure you that this is completely acceptable. Our goal is to make this transition as smooth and cost-effective as possible for everyone. The old uniform will be available at a reduced price of up to 50% until 31st August 2026 or until current stocks sell through at which point the new uniform will be sold.

Summary table of changes

School Year Sept 2025	Expectation
7	All the year group to wear the new Padgate uniform
8	Can choose to purchase the new uniform or retain the current uniform. Current uniform items will be available to buy at a reduced rate until 31 st August 2026 (whilst stocks last)
9	
10	
11	



11. Example Uniform Expectations





12.Pricing and Stockists

(Prices effective September 2025 and are subject to change).

Compulsory Uniform and PE Kit 2025			
Item	Description	Size	Cost
Blazer 28"- 36"	Dark Blue with silver piping with logo	28" to 36"	£28.00
Blazer 38"- 50"	Dark Blue with silver piping with logo	38" to 50"	£30.00
School Tie	Navy, silver and red striped velcro tie with logo	One size	£5.50
Trousers	Dark Grey	All sizes	from £10.99
Skirt	Dark grey knee length pleated	All sizes	£14.00
White Shirt	White	All sizes	from £12.99
Knee length socks	Plain grey to be worn with a skirt	All sizes	£4.00 (3 pack)
Ankle socks	Plain grey or black to be worn with trousers	All sizes	£8.99 (5 pack)
PE Top	Dark blue with silver band and logo		£12.00
Socks	Dark blue with silver band		£5.00
Shorts	Dark blue with silver band and logo		£8.00
Skort	Dark blue with silver band and logo		£8.00
Option to buy the 3 item PE kit for £20.00			
Optional Uniform and PE Kit 2025			
Item	Description	Size	Cost
V Neck Jumper	Dark Grey	28" to 32"	£16.50
V Neck Jumper	Dark Grey	34" to 48"	£16.50
PE training joggers	Dark blue with logo	All sizes	£15.00
PE training leggings	Dark blue with logo	All sizes	£14.00
PE Hoodie	Dark Blue and grey with logo	All sizes	£15.00
PE 1/4 Zip top	Dark Blue and grey with logo	All sizes	£15.00

All our uniform items are available to buy from local suppliers and are both available in store or online. Non-logo items may be purchased from supermarkets or local stores, provided they comply with the uniform guidelines outlined in this policy.

Warrington Schoolwear

50-54 Buttermarket Street

Warrington

WA1 2NN

Tel: 01925 576868

www.alphaschoolwear.com

Touchline UK

Liverpool Road

Warrington

WA5 1AE

Tel: 01925 413777

www.touchline-embroidery.co.uk



13. Uniform item Guidance

Shoe guidance

Students are expected to wear formal, black, polishable shoes as part of their uniform. The shoes should be sturdy, closed-toe, and free from excessive designs, logos, or sports-style features. Trainers, sandals, boots and high heels are not permitted, as Padgate Academy prioritise practicality, safety, and a smart appearance.

Jewellery

To ensure the safety of all students, only watches and a single pair of plain stud earrings (worn in the earlobe) are permitted. No other jewellery, including rings or facial/body piercings, is allowed. Any prohibited jewellery will be confiscated.

The academy is not responsible for any lost or damaged personal belongings, including jewellery. For this reason, expensive jewellery should not be brought to school.

Outerwear

During cold or wet weather, students should wear a suitable coat. Coats are to be worn **outside only and removed in the school building**. The school building is sufficiently warm to not require a coat. A grey V-neck jumper can be worn, this is particularly helpful when it is cold, and an additional layer is required. Tracksuit tops, hoodies, or hooded sweatshirts (including full-zip versions) are not permitted. Any non-permitted outerwear worn on academy grounds will be confiscated and returned at the end of the school day.

Hair and Cosmetics

Students must keep their hair neat and in a natural-looking colour. Extreme hairstyles, including shaved heads, are not allowed, as determined by the Principal. Make-up, coloured nail varnish, lip gloss, fake tan, false nails, false eyelashes, and other beauty accessories are not permitted.

Hair accessories should be minimal—black hair bobbles may be used for tying hair back, and black hairbands are allowed. Students who do not adhere to the hair and cosmetics expectations will be subject to sanctions in line with the Academy Behaviour Policy.



Mobile Phones

We advise that students do not bring mobile phones to school. However, if a parent/carer requires their child to have a phone for travel purposes, it must be switched off upon entering the academy and remain out of sight until the student leaves the premises. The academy is not responsible for lost or damaged phones.

If a phone is used seen or used throughout the school day without authorisation from a member of staff, it will be confiscated and returned at the end of the school day. Where there are repeat confiscations, parents will be notified and the phone will be left at reception for parents to collect.

Pre-loved uniform

When your child outgrows any uniform item/PE Kit, we will be happy to receive any current Padgate Academy uniform that's clean, and in good condition, preferably with name tags removed so they can be donated to students. Please label bags "uniform donations" and they can be handed into our reception. If you have any uniform requirements please email info@padgateacademy.co.uk.

A free school uniform swap is also available at the Warrington Foodbank premise in Warrington Golden Square. Uniform is donated by members of the public and is available for anyone to access.

Equipment Expectations

At Padgate Academy, we believe that being prepared for learning is essential for academic success. To support this, we expect all students to come to school equipped with the following items:

School Bag/Backpack: A sturdy bag to carry books, notebooks, PE kit and other essential items.

Writing Equipment: Pens (black or blue ink), pencils, erasers, and highlighters

Exercise Books: Exercise books for each subject to organise class notes and homework. (Exercise books are provided by the school)



Calculator: A scientific calculator for mathematics, science, and other subjects that require calculations.

Ruler and Geometry Set: To aid in drawing accurate diagrams and completing geometry assignments.

PE Kit: On days when Physical Education (PE) classes are scheduled, students should bring appropriate attire, including sportswear, athletic shoes, and any additional equipment specified by the PE department.

Water Bottle: Staying hydrated throughout the day is important for concentration and overall well-being. Students should bring a refillable water bottle to school.

Personal Organizer/Planner: A planner or personal organizer to record homework assignments, project deadlines, and important dates.

By ensuring that they have these items readily available, students can fully engage in their learning and make the most of their educational experience at Padgate Academy.