

Ernulf Academy Uniform and Appearance Policy (September 2026)

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Here at Ernulf Academy, we set high expectations for all scholars, and uniform is one of the ways those expectations are made visible. All scholars are expected to wear their uniform with pride throughout the school day. Our uniform reflects our values and reinforces a culture of high expectations, personal pride and academic ambition. It is a marker of belonging to the academy community, promoting a strong and cohesive identity and supporting standards in every aspect of school life.

In support of our values, uniform achieves three important objectives:

- **It encourages a sense of community identity and pride.** By wearing the same badge and the same clothing, scholars are encouraged to think of the needs of the community as well as their own individual needs.
- **It encourages our scholars to develop habits for life.** By learning to, for example, polish their shoes, fold trousers or hang up their blazers, scholars learn the habits of discipline and personal responsibility that will stay with them for life.
- **It prevents unkindness or bullying while keeping costs down.** By requiring all our scholars to wear the same low-cost uniform, we reduce the incentive for scholars to ask parents for the latest (and most expensive) items of fashion. As a result, costs are kept as low as possible, and no child can be seen to be poorer or wealthier than any other.

Parental partnership is essential in maintaining high standards. For our uniform policy to be successful, it must be universally implemented and without expectations. If families are unsure whether an item meets our uniform expectations, they should contact the academy before purchasing to check suitability. This prevents unnecessary cost and ensures scholars meet the standard from day one.

This policy complies with:

- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE Statutory Guidance on Cost of School Uniforms (Sept 2026)
- Equality Act 2010

The academy limits compulsory branded items in line with new government requirements. Second-hand uniform is available. Support is also offered to families facing financial hardship.

Overview:

Core Compulsory branded items:

- Academy blazer.
- Academy Tie / Year Group Tie.
- Academy Bag (provided by the academy).
- PE Top.

Other compulsory items (non-branded):

- White long or short-sleeved shirt, with formal collar and fastened button. Shirts must be tucked in.
- Trousers (charcoal or dark grey) (full length, tailored fit – NO leggings or skintight material).

- Plain black socks or plain black tights – no white, coloured or patterned socks are permitted. Sports/Trainer socks are not permitted.
- Black leather / leather look school shoes.
- Outdoor coat – simple and sensible in style, in a plain black or navy blue, and without any logos.

Optional items:

- Academy Water Bottle (provided by the academy) or clear water bottle (no logos).
- Branded or non-branded academy sweater/jumper in grey.

Uniform Enquires:

Most uniform enquires can be resolved by contacting your child's Head of Year / Pastoral Leader. For other enquiries, please contact; Mr Davey (mitchell.davey@astreaernulf.org).

Academy Compulsory Branded Items		
Academy Blazer: (Compulsory) Available to order from: SWI Schoolwear	Permitted Example  e.g. Blazer with logo	Not Acceptable Example  e.g. Black blazer without school logo
Academy Tie: (Compulsory) Available to order from: SWI Schoolwear	Permitted Example  Years 7-10 Year 11	Details: Ties must be worn at full length of scholars' white shirt. Ties should not be cut shorter than standard length. Ties should be worn with a knot covering the top button of the shirt, with the top button securely fastened.
Academy PE Top (Inner Layer): (Compulsory) Available to order from: SWI Schoolwear	Permitted Example 	Not Acceptable Example 
Academy Bag: (Compulsory) Available to order from: SWI Schoolwear (Provided by the school in Year 7). All scholars require the academy backpack. No other bags are permitted.	Permitted Example  e.g. School bag with logo	Not Acceptable Example  e.g. Black tote bag style, large brand logo, cross-body bag.

Optional Academy Branded Items		
Academy PE Outer Top: (Optional. Branded and non-branded options are available – scholars do not require this item but may choose to wear it as part of their PE kit). Non-branded items must be plain with no logo and no hoody. They should be a 1/2 Zip, not a full zip. Available to order from: SWI Schoolwear Other suitable examples can be found at; https://www.chromasport.co.uk/	Permitted Example 	Not Acceptable Example 
	Non-branded Permitted Example 	
Academy Water bottle: (Optional) Available to order from: SWI Schoolwear (Provided by the school in Year 7). Non-branded equivalent – generic water bottle, no logos.	Permitted Example 	Other Permitted Example 

Non-Branded Academy Items		
Blouses & Shirts: (Compulsory) White in colour. Long-sleeved or short-sleeved. Traditional collar with a button at the collar. Shirts must be tucked in, top button done up, and without any patterns or embellishments. Other suitable examples: ASDA Girls Regular Shirt ASDA Boys Regular Shirt Tesco Girls Regular Shirt Tesco Boys Regular Shirt	Permitted Example   e.g. Short-sleeved with traditional collar, and button at collar. e.g Long-sleeved with traditional collar, and button at collar.	Not acceptable  e.g. Fashion collar, no button at collar.
Trousers: (Compulsory) Charcoal Grey in colour. Regular, Fitted or Tapered fit. Of sufficient length to touch the shoes – not skinny fit or cropped length. Other suitable examples: ASDA Girls Slim ASDA Boys Slim Tesco Girls Regular Tesco Boys Regular	Permitted Example  Boys fitted Girls fitted Boys Sturdy	Not Acceptable Example  Cropped Skinny fit

Pleated Skirt: (Optional) If scholars choose to wear a skirt, it charcoal grey and pleated. Available to order from: SWI Schoolwear Other suitable examples: M&S Girls pleated school skirt Grey	Permitted Example  Skirts should be worn to knee length and not rolled-over at the top.	Not Acceptable Example  Fitted, pencil or tube skirts are not permitted. No other colour is permitted.
Tailored Shorts: (Optional) In the warmer weather scholars are permitted to wear charcoal grey tailored shorts. Suitable examples: M&S Boys Shorts	Permitted Example 	Not Acceptable Example 
Jumper: (Optional) Grey knitted round-neck jumper can be worn underneath and NOT in place of a school blazer. This does not require an Academy logo. The jumper needs to be plain, V-Neck and long sleeved. There should be no additional logos or markings. It must be smart fitted, not oversized or cropped. Other suitable examples can be found at; ASDA Grey cotton-rich jumper	Permitted Example  Non-Branded Permitted Example 	Not Acceptable Example 

Socks: (Compulsory) Socks must be black, and ankle length. Sports/Trainer socks are not permitted with school shoes. Tights must be plain black and not patterned. A combination of tights and socks is not permissible. Other suitable examples can be found at; ASDA Black ankle socks	Permitted Example 	Not Acceptable Example 
Shoes: (Compulsory) Traditional black leather (or similar synthetic) shoes. Either patent leather or polishable. Shoes should include a flat sole. All black branded trainers are NOT permitted. Suitable Examples: Clarks Girls Clarks Boys Shoezone Girls Shoezone Boys	Permitted Example  e.g. Polishable leather shoes, without large metal badges or buckles. Flat soles.	Not Acceptable Example  e.g. Non-polishable material, with large 'bright metal' badges or buckles. Trainer style, or heels are not permitted.
Coat (Compulsory) Plain black, simple and sensible in style. Must be waterproof and cover the blazer. No visible logos or branding. Suitable Examples: Sports Direct Women's Coat	Permitted Example  e.g. Plain black Jacket. No obtrusive logos, slogans or branding.	Not Acceptable Example  e.g. Black jacket with slogan on back.

Sports Direct Men's Coat ASDA Women's Padded Coat Tesco Boys Jacket		
Belts Be black leather (or leather effect). Have a small, professional buckle. Have no obvious branding / logos.	Permitted Example 	Not Acceptable Example 

PE kit:

- Black plain ½ zip outer layer
- Burgundy PE shirt with Academy logo
- Black plain shorts (branded items are optional)
- Trainers - non-marking sole with a good grip and with laces / velcro, providing support to ankle & foot
- Football boots

Optional items:

- Black plain leggings or tracksuit bottom with no logo
- Plain black games / sports socks with no logo

We strongly recommend:

- Gum shields – for rugby/hockey
- Shin Pads – for football/hockey

PE Kit		
Academy PE Top (Inner Layer): (Compulsory) Available to order from: SWI Schoolwear	Permitted Example 	Not Acceptable Example 
Academy PE Outer Top: (Optional. Branded and non-branded options are available – scholars do not require this item but may choose to wear it as part of their PE kit) Available to order from: SWI Schoolwear Other suitable examples can be found at; https://www.chromasport.co.uk/	Permitted Example 	Not Acceptable Example 
Shorts and leggings: Plain black PE shorts or leggings. (Compulsory). No visible logos or branding. Knee length PE shorts (football shorts or similar). Black sports leggings. Black sports skort (Branding optional). Available to order from: SWI Schoolwear ASDA Black Woven Shorts ASDA Black Football Shorts Black Jersey Sports Skort ASDA Black Leggings	Permitted Example  Knee length PE shorts  Sports leggings  Girls Sports Skort	Not Acceptable Example  Cycling shorts on their own  Non-sports leggings (normally made of cotton)  Short skin-tight gym shorts

PE Kit Bag: Plain black drawstring kit bag. No visible logos or branding. Suitable examples can be found at; Amazon Drawstring kit bag Tesco Drawstring Bag Black	Permitted Example 	Not Acceptable Example  e.g. bags with branded logos, incorrect colours.
PE Trainers: (Compulsory but nonbranded – for days when students wear PE kit). Sports trainers, not fashion trainers due to comfort and support required for PE activities. Suitable examples can be found at; Sports Direct Adidas Grey Sports Direct Nike Black	Permitted Example 	Not Acceptable Example 

Other aspects of appearance:

Jewellery:

- One pair of small plain studs are permitted in the lower ear lobe.
- No other jewellery of any kind may be worn.
- No other piercings of any kind are permitted including eyebrow, nose, tongue, cartilage, lip-studs or rings.
- One wristwatch is allowed to be worn. This should be plain and understated in style. Oversized fashion watches, watches in bright colours and watches worn as jewellery are not acceptable.
- Smart watches and Fitbits are not allowed and are considered prohibited item in line with our electronic device policy.
- No accessories are to be worn around the neck, wrists, and ankles or attached to clothing.
- Only academy reward badges are permitted.



Medical devices may be worn where evidence has been provided and permission has been granted by the Principal. These items should be worn discreetly and only for essential medical reasons.

Hair

Hair should be a suitable, neat style. It should not be excessive and should have a natural colour/tone. Extremes of hairstyles or hair colour, as decided by the academy, are not acceptable in any circumstance. Hair that is shaved must be blended into the rest of the hair and not deemed as extreme.

Hair Accessories:

- Clips or beads should be: Black, navy, white or silver/gold in colour
- Hair bobbles, scrunchies, hair bands, or bows should be: Black, navy, white, or the same as hair colour.
- No other hair accessories or adornments are permitted in school.

Headscarves

Some girls may choose to wear headscarves. If so, these headscarves must look conventional and understated in style.

- Headscarves must be black or charcoal grey.
- Pins or clips must be small, dark in colour and understated.
- There can be no decorations such as sequins or patterns.
- Material must not be too long at the front or the back so as to obscure the uniform or look untidy. At the front, headscarves material must not go below the V-neck of a jumper or equivalent.

Make-Up

- Nail varnish or false/acrylic nails are not permitted.
- False eye lashes in any form are not permitted.

- Any make-up worn must be discreet and natural. We recognise that a conservative amount of makeup may be worn but must not be “visible”. For example, e.g. lip gloss, mascara, eyeliner and eyeshadow may be used sparingly. No false eyelashes, of any kind are permitted.

Wearing the Uniform with Pride

Scholars are our ambassadors in the local community. Therefore, we expect all scholars to wear the full uniform correctly and with pride (e.g. with blazers on, ties on and with shirts tucked in), whilst on the academy premises and when travelling to and from the academy.

Key aspects of wearing the uniform correctly with pride are:

- No coats, hoodies or any other non-uniform outer clothing worn inside the school buildings
- Blazer always worn when moving around the academy
- Sleeves on blazers and shirts must not rolled up
- Top button fastened on shirt
- Shirt tucked in
- Tie worn correctly
- No jewellery, apart from one small stud in each ear and a standard watch

Maintaining standards

Uniform is checked routinely. Where standards are not met, scholars will be instructed to correct them immediately, this may include items being loaned. The Principal and Senior Leadership Team reserve the right to make the final decision on all matters relating to uniform and appearance, including what constitutes noticeable make-up, inappropriate jewellery, or an extreme hairstyle. Their judgement is final to ensure consistency and high standards are maintained. Non-compliance and sanctions will be handled according to Positive Behaviour & Relationships Policy.

Second-Hand Uniform

To help reduce costs and promote sustainability, we provide access to good-quality second-hand uniform in the form of a swap-shop. Here items are available to be exchanged with current pieces of uniform that may have been outgrown by the scholar, limiting the impact on cost. These events take place at the following times:

- 2 Days in the Summer Holiday
- 1 Day in February Half-Term

Items that can be swapped are:

- Blazers
- Trousers
- Skirts
- Jumpers
- PE Kit

We cannot swap ties, shirts and socks. These items are checked, cleaned and made available to all families. Onsite we also have the Uniform Boutique for borrowing items when needed in the short-term to ensure scholars meet uniform requirements. To support this, donations are welcomed from families throughout the year, especially when scholars leave Year 11.

Full details on how to access second-hand uniform, including dates and contact information, are available on our website under the Uniform section. We also post regular updates in the lead up to our swap-shop events on all social media channels. Second-hand uniform is open to all families; there is no eligibility criteria. For more information, please contact Jenna Robson (jenna.robson@astreaernulf.org).

Financial Support

Ernulf Academy recognises that some families may face financial difficulties at certain times. Those eligible for pupil premium support will receive a uniform voucher to the value of up to £60, to be used with our main uniform supplier SWI. If you need support with uniform, please contact the academy office where your request will then be forwarded to the appropriate personnel (Office@astreaernulf.org). All requests will be handled sensitively and in confidence. Support may include:

- access to second-hand uniform
- temporary loan of items via the Uniform Boutique
- financial assistance or vouchers for essential uniform
- guidance on affordable retail options

We strongly encourage families to seek support early rather than allow uniform issues to persist. Our priority is to remove barriers so that every scholar can meet expectations.