Leigh Academy Tonbridge

Uniform Policy

Written by	Katrina Calvert - Assistant Principal
Date of issue	September 2026
Reviewed and Approved by	SLT
Date of next review	July 2027

1. Statement of Intent **2**
2. Legal Framework **3**
3. Roles and Responsibilities **4**
4. Cost Principles **5**
5. Equality Principles **6**
6. Complaints and Challenges **7**
7. School Uniform Supplier **7**
8. Uniform Assistance **8**
9. Non-Compliance **8**
10. School Uniform **8**
11. Adverse Weather **11**
12. Monitoring and Review **11**
13. Appendix A - Equipment and Uniform List **12**

1. Statement of Intent

Leigh Academy Tonbridge believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all students, regardless of their protected characteristics or socio-economic circumstances.

For the purpose of this policy 'uniform' includes the following elements of students' appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures our school has taken to ensure a consistent, fair, and inclusive uniform policy, and to implement a uniform that reflects the needs of all students and is affordable and the best value for money for the school and students' families.

We believe that students learn most effectively and achieve their best outcomes when they are comfortable, and dressed in such a way that sets an appropriate tone for education.

It also reflects our high standards, expectations, motto, and core values and is designed with both boys and girls in mind and is smart, comfortable, and economical.

Uniform is one of the outward signs by which the local community recognises and makes judgements about our students and it is important that our students present themselves positively, smartly and in a way that conveys a disciplined and well-ordered learning environment. Smart uniform ensures that all students are prepared for work both in school and beyond. Students arriving at school without the correct uniform will be offered appropriate uniform to wear, but students can be refused entrance and returned home at

parents' expense. If parents are unable to collect their child or are unable to arrange transport, students will be housed in the school's Reflection Room area until the end of the school day. It is parents' responsibility to ensure that their child changes into appropriate school uniform so that they can be readmitted to school.

We expect parents to endorse these principles and support the school to ensure the uniform code applies to every student in Years 7 to 11. All students are required to wear full school uniform whilst journeying to and from school, and whilst inside and outside the school buildings. The uniform should be neat and clean, communicating that our students take pride in belonging to Leigh Academy Tonbridge.

2. Legal Framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2010
- Human Rights Act 1998
- Equality Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2026) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2026) 'School uniforms'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Policy and Procedures
- Student Behaviour, Suspension and Permanent Exclusion Policy
- Equality Information Policy and Objectives Statement

3. Roles and Responsibilities

Leigh Academies Trust is responsible for:

- Establishing, in consultation with the CEO, Principal and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive and does not disadvantage any student by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents/carers, students, and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance. Ensuring eligible student Premium support requests are processed.

The Principal is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a student is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the trustee board.
- Providing students with an exemption letter as appropriate, e.g. for a student who has a broken foot and is unable to wear a school shoe.

Staff members are responsible for:

- Ensuring that students dress in accordance with this policy at all times.
- Disciplining students who are in breach of this policy.
- Ensuring that students understand why having a consistent and practical school uniform is important, e.g., school identity.

Parents/carers are responsible for:

- Providing their children with the correct school uniform and equipment as detailed in this policy.
- Requesting permission from the Principal if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Students are responsible for:

- Wearing the correct uniform in the way it is expected at all times, unless the Principal has agreed to reasonable adjustments.
- Ensuring they arrive at their lessons fully equipped for their lessons and are ready to learn.
- Looking after their uniform and equipment as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

4. Cost Principles

The school is committed to ensuring that its school uniform is affordable and accessible to all students and does not place an unreasonable financial burden on parents/carers.

In accordance with the 'School Admissions Code', the Principal will ensure that the school's uniform policy does not discourage parents/carers from applying for a place for their child.
The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents/carers.
- Parents/carers with multiple children who are, or will be in the future, students at the school.
- Parents/carers of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents/carers of students with protected characteristics that may impact their ability to access the uniform due to costs.
- Looked After Child (LAC) and Previously Looked After Child (PLAC).

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents/carers would need to purchase for a student, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents/carers will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps variations in school uniform for different groups of students, e.g. year group-specific items or college colours, to a minimum where possible to ensure that students can get the most wear out of their uniform possible and that parents/carers can pass some items down to younger siblings.

5. School Uniform

Our school colours are as follows: Steel Grey with specific colours representing the three colleges.

Delphi - gold
Lyceum - teal
Olympia - silver

The school blazer is compulsory in all year groups at all times. School uniform, including the College ties are available from Brigade Clothing LTD. On 'non-blazer days' during hot weather, students are still expected to bring in their blazers unless this has been communicated with students and parents/carers.

With the exception of the school blazer, ties, PE top, and the optional school jumper, all uniform items can be purchased from school approved high street school uniform ranges, such as Marks and Spencer, Asda, Matalan or Sainsburys.

A full Leigh Academy Tonbridge School Uniform List is provided, along with the expectations for each item in Appendix A. This can also be printed for reference when shopping for uniform.

If you are in any doubt, please contact your College Team for advice.

PE Department Expectations
Students are required to have the basic PE kit in school on days they have a PE lesson. For some sports additional items may be required.

If a student is unable to take part in PE, we encourage them to continue to participate in other ways such as officiating games, coaching or evaluating performance. Therefore, they will still need to bring the correct kit with exceptions, such as a coat or extra warm clothes as stated by their teacher and a letter informing us of the reasons for not taking part. Students are then able to participate and achieve their targets in lessons.

Medical evidence will be required for any long-term absence.

Students may be given an after school detention if this procedure is not followed.

Jewellery
Students are permitted to wear plain round or gold or silver stud earrings – two plain studs are permitted in the lobe of each ear (no diamante or hoops) are permitted. No studs or rings in any other part of the body.

Any other visible piercing is forbidden. Any prohibited jewellery/ piercings will be confiscated. Retainers are not to be worn.

Jewellery is the responsibility of the student and not the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

Permissible Watches
In line with Department for Education (DfE) statutory guidance regarding mobile technology and behaviour in schools, students are permitted to wear standard, analogue, or basic digital wristwatches only.

- **Analogue Watches:** Traditional dial-and-hand timepieces.
- **Basic Digital Watches:** Standard digital display watches restricted strictly to telling time, date, stopwatch, and standard alarm functions.

Requirement: All permitted watches must be plain, unobtrusive, and clearly marked with the student's name. Watches must be removed during Physical Education (PE), practical science, or design technology lessons for safety reasons.

Prohibited Watches & Smart Technology

Smartwatches and internet-connected/recordable wristwear are strictly prohibited on school premises at all times.

In accordance with school online safety and safeguarding protocols, students are forbidden from wearing or possessing any wrist-worn device that possesses one or more of the following capabilities:

- Connectivity to cellular, Wi-Fi, or Bluetooth networks.
- The ability to send, receive, or display notifications, text messages, emails, or app updates.
- Built-in cameras, microphones, or audio/video recording capabilities.
- Standalone GPS tracking, phone call capability, or internet browsing.

Generic Categories of Banned Wristwear:

This prohibition applies to all variations of smart technology, including but not limited to:

- **Smartwatches:** (e.g., Apple Watch, Samsung Galaxy Watch, Google Pixel Watch, Garmin Smartwatch).
- **Fitness Trackers & Activity Bands:** Devices with Bluetooth connectivity or screen notifications (e.g., Fitbit, Xiaomi Smart Band, WHOOP band).
- **Child GPS & Tracking Watches:** Dedicated tracking or calling watches designed for children (e.g., Spacetalk, Gabb Watch, Xplora, Moochies).
- **Hybrid Smartwatches:** Traditional-looking analogue watches that contain hidden smart technology, Bluetooth connectivity, or notification functionality.
- **Hybrid Toy / Gaming Watches:** Children's digital watches featuring built-in cameras, voice recorders, or interactive touchscreen games (e.g., VTech Kidizoom, Kurio Watch).

Medical Exemptions

An exception to this policy is made **only** for students requiring wrist-worn or connected medical monitoring equipment (e.g., Continuous Glucose Monitors [CGM] or specialised medical alert devices).

- Medical exceptions must be formally documented in advance through a student's **Individual Healthcare Plan (IHCP)**.
- The device must be used strictly for its designated health-monitoring purpose.

Enforcement & Sanctions

Any unauthorised smartwatch, fitness tracker, or connected device brought onto school property will be confiscated. Confiscated items will be securely stored and must be collected by a parent or carer.

School bag
Students in current Years 7-8 are required to use the branded school bag available from Brigade Clothing LTD. Students in Years 9-11 must use an appropriately sized waterproof bag to carry their Chromebook and equipment. It should hold A4-sized workbooks comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases are not permitted.

The school encourages students to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective students, and that the best value for money is secured through reputable suppliers.

The school works with suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents/carers where possible and does not enter into cash-back arrangements. The school will not amend uniform requirements regularly and will take the views of parents/carers and students into account when considering any significant changes to school uniforms.

6. Equality Principles

The school takes its legal obligation to avoid unlawfully discriminating against any protected characteristic unlawfully very seriously and aims to ensure that the uniform policy is as inclusive as possible so that all students are supported to access a school uniform which is comfortable while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The school will ensure that parents/carers and students are consulted over any significant changes to school uniform, and that, where appropriate and with students' consent, views and advice are sought specifically from students, and parents of students, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Gender
The school implements a gender-neutral uniform, meaning that students are not required to wear specific items based on their gender and/or any protected characteristic, and may wear any of the uniform items listed in the 'School uniform' section of this policy. This prevents disproportionate financial impact of gender specific uniform adhering to the cost principles laid out in section

Religion and Belief
To avoid disproportionately impacting students of a certain religion, belief or culture, the school will ensure that there is flexibility to allow students to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school endeavours to meet all requests for amendments to the uniform for these purposes; however, the school will ensure that the needs and rights of individual students are weighed against any health and safety concerns for the entire school community.

Parents/carers' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Principal and always in accordance with the school's Complaints Policy and Procedures.

Race
To avoid disproportionately impacting students of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a student's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a student's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on 'Preventing hair discrimination in schools'.

SEND and medical conditions
To avoid disproportionately impacting students with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these students. This includes: ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.

Allowing variations to the standard uniform for students whose medical conditions may impact how they dress, e.g. students with casts who require loose-fitting clothing or students with hair loss-related conditions who wish to wear head coverings.

Where the needs of these students cannot be met in the standard uniform policy, reasonable adjustments will be considered and permitted wherever possible on a case-by-case basis in consultation with the Principal and SENCo.

7. Complaints and Challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Policy and Procedures.
To make a complaint, parents/carers should refer to the Complaints Procedures Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents/carers to arrive at a mutually acceptable outcome.

8. School Uniform Supplier

Our current school uniform supplier is:

Brigade Clothing Ltd,
Unit 15 Binns Close,
Coventry,
West Midlands,
CV4 9TB

The trustee board will ensure that a written contract is in place with the supplier for branded items. Leigh Academy Tonbridge will retender the uniform contract at least every five years, whether changes to the uniform are made or not. The Principal and CEO will work to ensure that items arrangements give the highest priority to cost and value for money (including the quality and durability of the garment), e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples.

9. Uniform Assistance

School uniform assistance is available to families who are eligible for Free School Meals via our student Premium funds. Eligibility is determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the student.

Leigh Academy Tonbridge also has a small fund set aside for the purchase of uniform where a family suffers financial hardship.

Uniform assistance requests should be sent your child's College Team in the first instance.

10. Non-Compliance

Staff members are permitted to discipline students who are not adhering to this policy, in accordance with the school's Behaviour Policy.

The Principal, or a person authorised by the Principal, is permitted to ask a student to briefly go home to remedy breaches to the school's uniform. When deciding whether to allow a student to return home, the school considers the students' age and vulnerability, the length of time it will take, and the availability of the student's parents/carers.

Where a student has been sent home to rectify uniform breaches, the absence is recorded as 'authorised'. If a student repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence is counted as 'unauthorised'.

Parents/carers will be notified in all cases.

Hairstyles
We seek parental cooperation in maintaining natural colours for hair. The school reserves the right to make a judgement on where students' hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any student by virtue of their protected characteristics. Each individual student's circumstances will be taken into account where any judgements on appropriateness are to be made, and parents/carers will always have the freedom to complain via the school's Complaints Procedures Policy.

Students with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE, Science and Technology.

The following hairstyles are not considered appropriate for school:

- Brightly coloured, or heavily dyed hair.
- Excessive hair accessories.
- No hair cut shorter than Grade 2.
- Patterns including Mohicans, shaved patterns, tram lines or styles containing beads, braids, slogans, or motifs.

Makeup
The school rules on makeup are as follows:

- No make-up should be worn by any student in Years 7-11, Sixth Form students can wear subtle make-up.
- False lashes and eye lash extensions are not permitted in Years 7-11. Sixth Form students can wear subtle false eyelashes or eyelash extensions.
- False nails and nail extensions are not permitted.
- Only clear nail varnish may be worn.
- Temporary or permanent tattoos are not permitted.

Students wearing excessive makeup are required to remove it or, if appropriate, will be sent home to remove it.

Uniform expectations
All students are expected to be in full uniform each day. If deemed necessary students could be removed from lessons if they are not wearing the correct uniform or their hairstyle, makeup or jewellery does not meet with school expectations with the aim of a swift resolve for the student, where needed we will enlist the support of parents/carers. Parents/carers and/or students should check with the school before purchasing items or colouring/styling hair if they are unsure of whether the item/hairstyle/hair colour will meet with school expectations.

All items should be clearly marked with the student's name.

Any lost clothing is taken to the lost property area in the main reception. All lost property is retained for one module and is disposed of if it is not collected within this time.

Academy school uniform, recycled, or disposed of.

11. Adverse Weather

All students are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

Students will be informed by teachers that they are not required to wear a blazer in hot weather. For cold temperatures, students are advised to wear scarfs, gloves, coats, and hats when they are outside.

12. Monitoring and Review

This policy is reviewed every year by the Principal

Any changes to this policy will be communicated to all staff, students, parents and other relevant stakeholders.

Appendix A - Equipment and Uniform List

Equipment
Students are expected to have with them at all times the following items:
- Pencil case containing:
    - two black pens,
    - a green pen for corrections,
    - pencil, rubber,
    - ruler and protractor
- Scientific calculator (Casio fx-85gt cw)
- Reading book for use in form time and in between lessons

In addition to these items, all students are expected to bring their Google Chromebook to school each day.The Chromebook should be fully charged. If they forget their Chromebook, or it has no charge for a lesson they will be issued with a detention.

Uniform
All students are expected to wear the following uniform:

- Blazer (specific college trim – Delphi: Gold; Lyceum: Teal)
- Tie (specific college colours)
- White buttoned shirt (blouses are not permitted)
- Grey formal trousers /pleated skirt (to be worn on or below the knee)
- Black/grey ankle socks for the trouser uniform
- Black or white ankle socks or tights (no patterns)
- Black leather polishable shoes (see visual guide)



Physical Education Kit

- School branded PE t-shirt / polo shirt
- Navy, unbranded shorts
- Navy, unbranded jogging bottoms
- Sports socks
- Appropriate footwear (trainers / astro boots for lessons on the 3G)

The following are also optional:

- School branded PE Zip Top
- School branded navy sports leggings
- Plain navy skort

Mobile Communication Devices (Phones/Tablets/Headphones)
Mobile phone (including Tablets and other electronic devices) usage is banned from the school premises at all times. Students are permitted to keep them in their possession, but they must be switched off and kept out of sight at all times. Any mobile phone seen and/or heard at any time on the school site will be confiscated, the student placed into a centralised detention and parents/carers informed. The same rule applies for headphones.

- Responsibility for the safekeeping of the phone belongs to the student
- At all times, student mobile phones must be switched off during the school day
- If a student refuses to hand their mobile phone or other device over when asked, they will be placed in the reflection room for the rest of the day (including the set centralised detention) as a consequence of their defiance.

Prohibited Watches & Smart Technology

Smartwatches and internet-connected/recordable wristwear are strictly prohibited on school premises at all times.

In accordance with school online safety and safeguarding protocols, students are forbidden from wearing or possessing any wrist-worn device that possesses one or more of the following capabilities:

- Connectivity to cellular, Wi-Fi, or Bluetooth networks.
- The ability to send, receive, or display notifications, text messages, emails, or app updates.
- Built-in cameras, microphones, or audio/video recording capabilities.
- Standalone GPS tracking, phone call capability, or internet browsing.

Generic Categories of Banned Wristwear:

This prohibition applies to all variations of smart technology, including but not limited to:

- **Smartwatches:** (e.g., Apple Watch, Samsung Galaxy Watch, Google Pixel Watch, Garmin Smartwatch).
- **Fitness Trackers & Activity Bands:** Devices with Bluetooth connectivity or screen notifications (e.g., Fitbit, Xiaomi Smart Band, WHOOP band).
- **Child GPS & Tracking Watches:** Dedicated tracking or calling watches designed for children (e.g., Spacetalk, Gabb Watch, Xplora, Moochies).
- **Hybrid Smartwatches:** Traditional-looking analogue watches that contain hidden smart technology, Bluetooth connectivity, or notification functionality.
- **Hybrid Toy / Gaming Watches:** Children's digital watches featuring built-in cameras, voice recorders, or interactive touchscreen games (e.g., VTech Kidizoom, Kurio Watch).

Concentration aids

Please note that “Fidget Spinners” and other similar items are not allowed on the school premises and will be confiscated on sight. Alternative concentration support methods must be discussed with our dedicated SEND team. The SENCO will agree to any specific resources for individual students and this provision will be communicated in a students ‘student passport’.