



Joseph Leckie Academy

Uniform and Appearance Policy

Approved by JLA Governing Body

Last reviewed on: 06/2026

Next review due by: 09/2027

Our Motto

Learn together, lead together

Our Vision

We are a community with the courage to learn and lead together. We believe in equality of opportunity and support the achievement and wellbeing of all. We work to improve ourselves and each other, acting with integrity, empathy and kindness and celebrating one another's successes. We care for our surroundings and believe in our ability to inspire as well as achieve.

Our Mission

At Joseph Leckie Academy, we will:

- Promote our values of empathy, kindness and integrity.
- Value ourselves and each other equally.
- Set high expectations, promote values-driven leadership and encourage a strong sense of community so that every member of the Academy can achieve highly and flourish.
- Ensure that every student leaves education with the qualifications, knowledge and skills required to make positive lifestyle choices, to lead healthy and successful lives and to contribute positively to society, enriching their lives and the lives of others.
- Act as guardians of our Academy and the wider environment so that future generations may continue to benefit from and enjoy the highest quality resources and opportunities.

Our Core Values

LEADERSHIP - We believe in taking positive action and leading others, doing what is right and taking responsibility for our actions.

EMPATHY - We believe in putting ourselves in the shoes of others and thinking carefully about how our actions will affect other people.

COMMUNITY - We believe that everything we do should be done in partnership with and for the benefit of our community. We work closely together with members of the community towards a common purpose.

KINDNESS – We believe that being kind to others and to ourselves is essential for a harmonious, thriving community.

INTEGRITY - We believe in being honest, doing things properly, fairly and for the right reasons.

ENVIRONMENT - We believe that we have a responsibility to protect and enhance our local, national and global environment and are passionate about leaving things in a better way than we found them.

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1. Introduction and aims

1.1 The Department for Education strongly encourage schools to have a uniform as it can play a key role in:

- promoting the ethos of a school;
- building a sense of belonging and identity; and
- setting an appropriate tone for education.

1.2 By creating a common identity among all students, regardless of background a uniform can:

- act as a social leveller; and
- reduce bullying and peer pressure to the latest fashions or other expensive clothes.

1.3 At Joseph Leckie Academy maintaining a clear and consistent approach to student uniform helps create a positive school culture, strengthens students' sense of community, and establishes the conditions needed for a focused and successful learning environment.

1.4 Our Academy uniform policy:

- promotes a sense of pride in the Academy in line with our values;
- ensures that the students appear as good ambassadors in the community;
- engenders a sense of community and belonging towards the academy;
- is practical and smart;
- identifies the students with the Academy;
- makes students feel equal to their peers in terms of appearance and helps nurture belonging and cohesion between different groups of students;
- is regarded as suitable and good value for money; and
- has been designed with health and safety in mind.

1.5 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 all parents and carers;
- explains how we will avoid discrimination in line with our legal duties under the Equality Act 2010; and
- clarify our expectations for school uniform.

2. The law and guidance

2.1 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.

2.2 We will comply with the Equality Act 2010 by ensuring our uniform expectations are fair, inclusive and adaptable, so that no young person is disadvantaged and reasonable adjustments can be made where needed.

3. Limiting the cost of school uniform

3.1 Our school has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education (DfE) on the cost of school uniforms.

3.2 We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

3.3 We will therefore make sure our uniform:

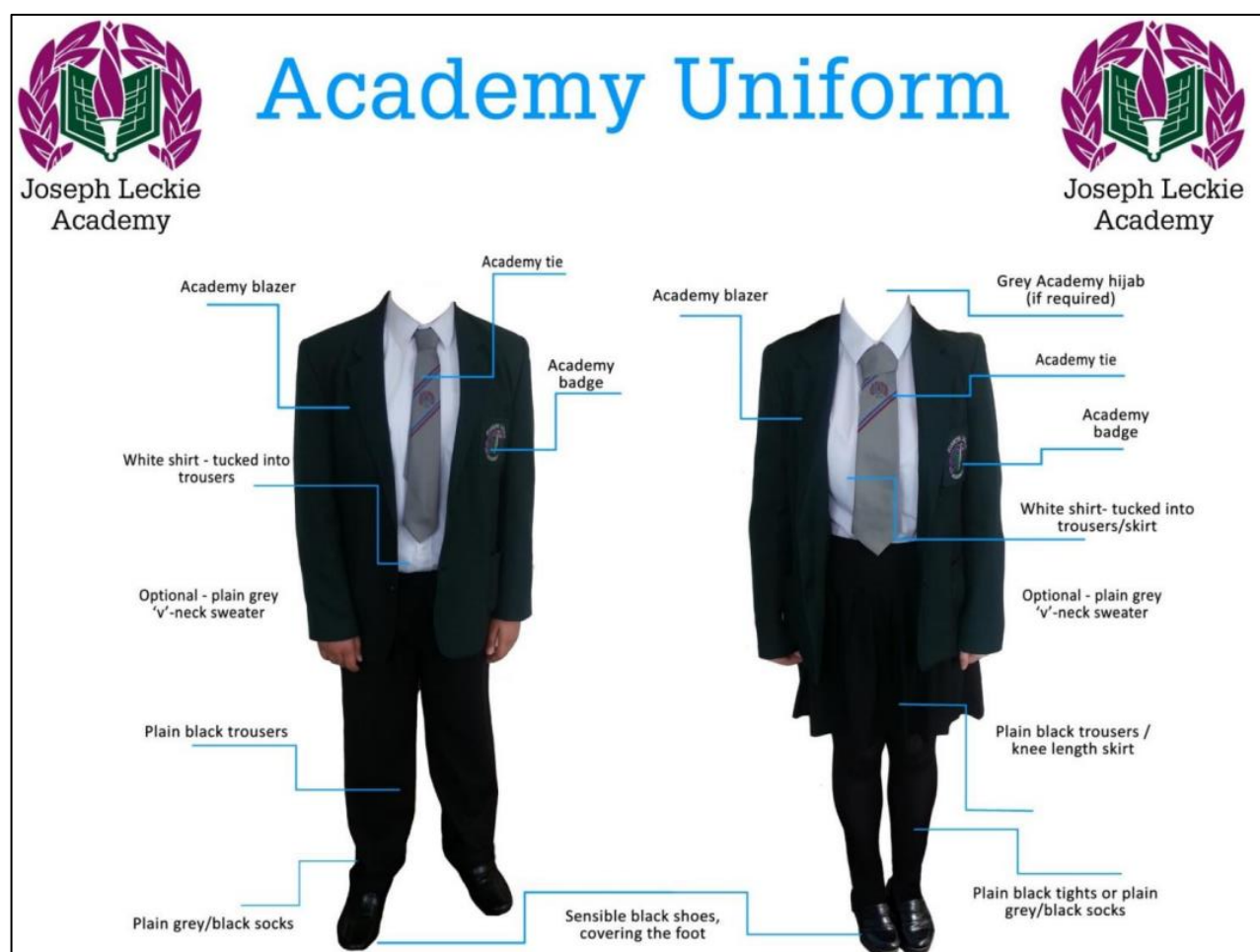
- is available at a reasonable cost; and
- provides the best value for money for parents and carers.

3.4 We will do this in line with the statutory limit of a maximum of four compulsory branded uniform or PE items (reduced to three where one item is a tie), the Academy will require three branded items: the blazer, a lanyard and the PE top, along with a branded tie. Students are gifted a coloured lanyard and identity badge to identify their year group.

4. The Academy uniform

4.1 Our aim is to provide a uniform that is both practical and inclusive, while maintaining a sense of identity and pride within Joseph Leckie Academy.

4.2 Unless otherwise stated, the items below are compulsory. **All items of clothing need to be suitable for a school environment and of an appropriate and professional length.**



4.3 Sixth Form students are required to wear smart professional business clothing. See separate Sixth Form Uniform Policy. Information regarding our PE kit can be found on our school website using the following link: <https://www.josephleckieacademy.co.uk/uniform>

4.4 Blazers: are compulsory and must be worn at all times unless permission is given by the class teacher to remove them in lessons, or during social times when students are participating in physical activity. Outdoor tops must never replace a blazer or be worn underneath it. Blazers must be worn properly and not carried or tied around the waist. The Principal will notify students when blazers and/or ties may be removed, such as during periods of hot weather. On designated no-blazer days, outdoor jackets or jumpers must not be worn instead of the blazer, and shirts must remain tucked in throughout the day.

4.5 Footwear: students must wear plain black, leather-type shoes (without logos) as part of their formal uniform. Footwear should be low-heeled, suitable for school and provide adequate protection in wet weather. Plain black boots may be worn under trousers, provided the trouser leg covers the boot; boots are not permitted with skirts. During snowfall, waterproof or leather boots may be worn. Trainers, canvas shoes and pumps are not allowed. If a student arrives in unsuitable footwear, Parents/Carers will be contacted, and the student may be loaned a pair of school shoes to return at the end of the day. Exceptions will only be made where Parents/Carers have informed the Academy of a genuine reason preventing the student from wearing school shoes.

4.6 Trousers and skirts: students must wear plain black, hard-wearing school trousers or skirts. Leather, denim, jeggings, leggings and combat-style clothing are not permitted. Trousers and skirts must not include studs, zips, logos or be clingy/stretchy in fit. See-through skirts, leggings, pop socks and knee-length socks may not be worn with skirts.

4.7 Ties and shirts: must be worn correctly with the emblem clearly visible. Any defaced ties will be removed and must be replaced by purchasing a new one from Reception. Shirts must be neatly tucked in at the waist.

4.8 Lanyards and ID badges: must be worn visibly around the neck at all times. Lost or defaced lanyards/ID badges must be replaced through Arbor.

4.9 Extra items: a plain, warm outdoor coat may be worn over the blazer but not instead of it. A small logo/brand/badge is permitted. Winter hats, scarves and gloves must be removed upon entering the building. Sports tops, denim or leather/leather-look jackets, hooded tops (zipped or otherwise), fashion jackets, sweatshirts, baseball caps, flat caps and durags are banned and will be confiscated if seen on the Academy site.

5. Uniform suppliers

5.1 The Academy uniform is available from [Clive Mark School Wear](#) in Walsall, [CC Uniforms of West Bromwich](#) ([click here for pricing](#)) and [Crested Schoolwear of Walsall](#). Many items of uniform, such as shirts, skirts, tights, trousers and shoes, can be easily sourced from other retailers such as Asda, Matalan, Marks and Spencer, Clarks, Sainsburys and Morrisons.

6. Personal Appearance

6.1 A student's personal appearance is an important part of the Academy's uniform expectations, as it reflects our high standards and supports a safe and orderly environment.

6.2 Make-up: discreet make-up is permitted. Nails must be kept short for health and safety reasons. False nails (gel or acrylic) and nail varnish are not allowed. Excessively thick or long eyelashes are not permitted. Parents and carers will be contacted and asked to arrange the removal of any prohibited items.

6.3 Hair: the Academy does not permit extreme hairstyles. Hair colour should be natural in appearance; excessively bright or unusual colours, or any extreme contrasts in shaving (including tramlines or slits in eyebrows), are not allowed. Hair accessories must be discreet and black in colour; large accessories such as bandanas or oversized flowers/bows are not permitted.

6.4 Jewellery: for health and safety reasons, students are discouraged from wearing jewellery, and the Academy cannot accept responsibility for any lost items. Students may wear one simple ring per hand, one plain or discreet bracelet per wrist, and a single stud in each ear lobe. A small, single nose stud is permitted; no other facial piercings are allowed. Following an ear or nose piercing, a plaster must be worn for 10 school days, after which a retainer is required. Chains must be worn under the collar.

6.5 Items displaying political messages, slogans or ideology are not permitted.

7.0 The role of parents/carers

7.1 We expect Parents/Carers to support the Academy's uniform and appearance standards by ensuring their child attends school appropriately dressed, with clean, well-maintained uniform.

7.2 Parents/Carers should also ensure their child does not bring banned or high-value items onto the Academy site, as the Academy cannot accept responsibility for loss or damage.

7.3 Requests for adjustments to the uniform policy should be directed to the Principal, including where a specific item presents difficulties for a student with SEND or for health-related reasons. Such requests will be considered individually.

7.4 All uniform items must be clearly labelled with the student's name. As fashions change quickly, this policy is not exhaustive; therefore, additional restrictions may be applied at the Principal's discretion.

8. Confiscations and sanctions

8.1 For disregard of the uniform and appearance policy, a member of staff, usually from the pastoral team, will:

- Confiscate banned items or those exceeding the stated limits.
- Confiscated non-uniform items of clothing or jewellery will be kept in the relevant Hub. Items will need to be collected by the student usually at the end of the day.
- Parents/carers will be contacted by phone or informed via Class Charts if a student fails to meet uniform and appearance standards or if an item has been confiscated and a sanction issued.
- Provide the missing or appropriate item from the stock held in school or agree with the Parents/Carers that they bring in the missing or appropriate item immediately.
- On occasion, a uniform pass may be issued by a member of the pastoral team.
- Students who refuse to borrow items may be placed in internal reflection and Parents/Carers informed.
- In some cases, such as persistent failure to meet standards, the item may be confiscated for longer and/or Parents/Carers will be requested to collect the item from the Academy.

8.2 Sanctions may include a social time or after school detention. Persistent breach of uniform expectations will result in an escalation of sanctions including and internal reflection or in serious cases an internal/external suspension.

9.0 Second-hand uniform provision

9.1 Second-hand uniforms can benefit all parents/carers and extending the life of garments is more sustainable.

9.2 Parents/carers are invited to donate clean, good-quality uniform and PE kit items they no longer need. These can be handed in at Reception and will be added to our second-hand uniform collection.

9.3 The Academy will operate a second-hand uniform shop, where Parents/Carers can either exchange items their child has outgrown or obtain pre-loved uniform for a small voluntary donation.

9.4 Parents/Carers can access the second-hand uniform shop by arranging an appointment with their child's Year Group Pastoral Manager, or by visiting the Academy during examination results days or Parents' Evenings, when the shop will also be available. Dates and times of these will be available on the Academy's website.

10. Related policies

10.1 Other related policies available on the Academy's website or upon request:

- Behaviour and Relationships Policy
- Searching, Screening and Confiscations Policy