

UNIFORM POLICY

This Policy was ratified by the Board of Directors on :	Spring 2026
This Policy will be reviewed by the GLC Board on :	Spring 2027

GLC Mission Statement

The GLC's mission is to develop active and thriving citizens within a diverse, truly fair and equal community.

This will be achieved through:

- High quality teaching that deliberately develops competencies of curiosity, creativity, communication and critical-thinking;
- An inspiring and meaningful curriculum;
- The development of productive relationships by instilling the values of compassion, resilience, responsibility and aspiration to prepare our young people for learning and life;
- A commitment to the wellbeing of our staff;
- A culture of professional generosity, collaboration, challenge and support throughout the GLC;
- The development of effective external partnerships for the benefit and wellbeing of our community.

Equalities Statement

The GLCs commitment to equality is enshrined in our mission statement to develop 'active and thriving citizens within a diverse, truly fair and equal community'.

We are a vibrant, innovative and successful organisation: we work hard to be the place of choice to work and to learn. Across the 5 academies of the GLC, we pledge that everyone enjoys an equality of opportunity. We work tirelessly to ensure that individual characteristics including age, ethnicity, socio-economic background, academic ability, disability, gender, religious beliefs, sexual orientation are not discriminated against in any way. We create inclusive environments characterised by mutual respect where difference is celebrated.

GLC Uniform Policy

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GLC Uniform Policy

Introduction

Unless otherwise notified, it is the GLC's policy that children **must** wear school uniform when attending a GLC academy, or when participating in school organised external events, inside normal school hours.

Aims and objectives

This Uniform Policy is based on the notion that uniform:

- Promotes a sense of pride in our students, their Academy and the community.
- Is practical, smart, attainable, durable and affordable;
- Identifies the children with their academy;
- Is a social leveller and avoids pressure on children to 'follow the latest fashion';
- Promotes a sense of equality for all students;
- Promotes a sense of community and belonging towards the academy.

Role of Parents/Carers

Parents who send their children to our academies must adhere to this Uniform Policy. The GLC prides itself on its inclusive philosophy and works hard to ensure we live by our motto 'All Different: All Equal: Together, Improving Upon Our Best'. If there are reasons, for example on religious grounds, physical disabilities or medical reasons, why parents want their child to wear clothes that differ from this policy, the academy will look at each request individually.

If children are temporarily unable to wear the correct uniform, parents will need to speak to their child's academy to discuss the reasons and provide medical evidence when required.

If parents/carers require support regarding the purchase of their child's uniform, they are encouraged to contact their child's Academy in confidence to discuss available assistance, including access to second-hand uniform.

Role of Governors

The GLC Governors support the Head of School in implementing this Uniform Policy. They consider all representations from parents regarding the Uniform Policy and liaise with Heads of School to ensure that the policy is implemented fairly and with sensitivity. It is the governors' responsibility to ensure that the GLC's Uniform Policy does not discriminate unlawfully on the grounds of sex, race, disability, religion or belief.

Role of Staff

In the case of a child wearing clothes which is against the GLCs Uniform Policy, parents will be contacted and reminded of the requirements. If a student fails to adhere to the Uniform Policy a sanction will be issued.

Monitoring and Review

The GLC Board will monitor and review the Uniform Policy by:

- Seeking the views of parents/carers, to ensure that they agree with and support the policy;
- Considering, with the Head of School, any requests from parents/carers for individual children to have special dispensation with regard to school uniform;
- Requiring the Head of School to report to the governors on the way the school Uniform Policy is implemented.

The Gateway Academy Uniform

Unless otherwise directed, all young people should attend the Academy with uniform selected from the prescribed list as follows:

- Black blazer with the Gateway Academy badge.
- White collared shirt.
- The Gateway Academy tie, worn professionally.
- Black trousers - business style, full length only [not denim, corduroy, brushed cotton, stretch material, chinos or jean style].
- Black Gateway Academy skirt [skirts must be worn below the knee].
- Gateway Academy black V-necked jumper purchased directly from The Gateway Academy or plain black V-neck jumper [no branded jumper will be permitted].
- Plain black or neutral tights or plain black socks must be worn if wearing a skirt.
- A bag large enough to hold a number of books and a PE kit.



The Gateway Academy blazer, tie, jumper and skirt can be purchased from The Gateway Academy. Non-branded items can be purchased from any retailer.

Blazer and Jumper Expectations

- The Gateway Academy blazer is a compulsory item of uniform and must be worn by all students at all times unless otherwise directed by the Head of School.
- Students may choose to wear a Gateway Academy black V-neck jumper or plain black V-neck jumper; however, this must be worn underneath the blazer and not as a replacement. Under no circumstances will branded jumpers be allowed and if seen will be confiscated.
- In periods of high temperature, the Head of School will determine whether blazers may be removed. Only when this permission is given may students remove their blazers. If a student chooses to wear a jumper during these periods, the blazer must still be worn.

The Gateway Academy approved student trousers

BUSINESS STYLE	TIGHT OR STRETCH LEGGING MATERIAL
<div style="background-color: #4CAF50; color: white; padding: 5px; text-align: center;"> ✓ SUITABLE </div> <p>Examples of the type of school trousers that are appropriate:</p> <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>Regular Leg Trousers</p>  </div> <div style="text-align: center;"> <p>Straight Leg Trousers</p>  </div> </div> <div style="text-align: center; margin-top: 20px;"> <p>Tapered Trousers</p>  </div>	<div style="background-color: #F44336; color: white; padding: 5px; text-align: center;"> ✗ UNSUITABLE </div> <p>Examples of the type of school trousers that are not appropriate:</p> <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>Leggings</p>  </div> <div style="text-align: center;"> <p>Stretchy Lycra trousers</p>  </div> </div> <div style="text-align: center; margin-top: 20px;"> <p>Tight Skinny Trousers</p>  </div>

Students are expected to wear suitable shoes with no obvious branding. Suitable footwear should be comfortable, durable, and appropriate for the Academy environment.



The following guidance applies:

1. Formal Shoes:

- Black leather or synthetic leather shoes with a polished finish.
- Closed-toe shoes with flat or low heels.
- Suitable for all students and appropriate for a professional school setting.

2. Boots:

- Smart, ankle-length boots in black leather may be worn during cooler weather.
- Boots must be plain in design and must not include any excessive embellishments or appear overly casual.

✔ SUITABLE	✘ UNSUITABLE
<p>Examples of the type of school shoes that are appropriate:</p> 	<p>Examples of the type of school shoes that are not appropriate:</p>  <p>Canvas shoes</p> <p>Sports Trainers</p> <p>Non-sensible shoes</p> <p>Branded shoes</p>

Gateway Academy PE and Dance Kit [students should select from the following]

All students are expected to wear the GA Sports Top for PE and Dance.

BOYS PE/DANCE UNIFORM		GIRLS PE/DANCE UNIFORM	
Essential	Optional	Essential	Optional
<ul style="list-style-type: none"> ● GA Sports Top ● GA Rugby Top or plain black Rugby Top ● GA Shorts or plain black shorts ● White Sports Socks ● Black Football Socks ● Trainers ● Football Boots [moulded studs] 	<ul style="list-style-type: none"> ● GA Rain Jacket ● GA Sports Bag ● GA ¼ Zip Jumper ● GA Tracksuit Bottoms ● Gum shield 	<ul style="list-style-type: none"> ● GA Sports Top ● GA Shorts / Sports Leggings or plain black shorts ● White sports socks ● Trainers 	<ul style="list-style-type: none"> ● GA Rain Jacket ● GA Sports Bag ● GA ¼ Zip Jumper ● Gum shield ● Black football socks [if your child plays football/rugby] ● Football boots [moulded studs] [if your child plays football/rugby]

PE and Dance Kit – Shorts and Leggings

To ensure consistency, safety and affordability, students are expected to wear appropriate kit for PE and Dance. Alternative tracksuit brands will not be permitted.

Permitted:

- GA Shorts/leggings or plain black sports shorts/leggings of an appropriate length, suitable for playing sport and for our Academy environment.
- All items must be suitable for physical activity, allow full participation and meet health and safety expectations.

Not Permitted:

Shorts:

- Denim shorts
- Very short, tight-fitting, or revealing styles
- Cargo shorts or non-sport-specific styles
- Casual or leisure shorts not suitable for physical activity

Leggings:

- Sheer or non-sport fabric leggings
- Fashion leggings [e.g. ribbed, flared, or footed styles]
- Leggings that restrict safe movement or participation
- See through leggings

In the event that students are unable to actively participate in PE, they are still expected to change into their PE kit and support with coaching or do the required work set by their teacher.

Gateway Sports items can be purchased from The Gateway Academy. Non-branded items can be purchased from any retailer.

Additional requirements

Sweatshirts, non-religious headwear, hoodies, caps or over-coats are not permitted to be worn within the Academy building. If seen, they will be confiscated until the end of the day. If they are not claimed by the end of that half term, they will be donated to charity.

For health and safety reasons, nails should be of a suitable length. No artificial nails are permitted. Make-up, if worn, should be of a natural tone.

Jewellery

It is preferable that no jewellery is worn for safety and security reasons. A wristwatch, a small number of bracelets [not excessive], small objects of religious significance and a stud or small earring in each earlobe, however are the maximum allowed. No facial piercings are permitted at the Academy. If a student has their nose pierced, they are required to wear a clear retainer stud while on the Academy site.

Students are asked to either remove jewellery when participating in sport or cover items with a plaster to prevent injury. The Academy accepts no responsibility for any jewellery lost whilst on the Academy site. If a student is wearing jewellery that is not permitted, it will be confiscated until the end of the day. If the jewellery is not claimed by the end of that half term, it will be disposed of.

Tattoos and Hairstyles

- Due to the legal requirements students under 16 **must not** have tattoos;
- The Academy allows students some creativity with regards to hair styles. Students are advised to discuss any plans for a new hairstyle with their year group office and seek permission before proceeding, as some hairstyles are not permitted. This includes tram-lines and shaved heads.

Gateway Primary Free School Uniform

Unless otherwise directed, all young people should attend school with uniform selected from the prescribed list as follows:

- White polo shirt [with green GPFS logo]
- Grey jumper/ cardigan [with GPFS logo]
- Grey trousers
- Grey shorts
- Grey Pinafore [with GPFS logo]
- Plain black socks
- Plain grey tights
- Dark green gingham dress [summer term only]
- White ankle socks [summer term only]

The GLC expects all students to wear conventional shoes. Please see Page 11 of this policy for guidance.

Indoor PE Uniform

- Green polo shirt [with GPFS logo]
- Black shorts [with GPFS logo]
- Trainers or plimsolls [All black, including logos and soles]
- PE Bag [with GPFS logo]

Outdoor PE uniform

- Black jogging bottoms [with GPFS logo]
- Black crew neck sweatshirt [with GPFS logo]
- Trainers or plimsolls [All black, including logos and soles]

Please note:

- All pupils should attend school each day with a book bag with GPFS logo.
- On the day that your child has PE, they should attend school already dressed in their PE kit. Children are encouraged to do most of their indoor PE in bare feet with plimsolls or trainers for outdoor use. All clothing should be clearly labelled with the name and class. If children do not have kit they should be provided with a spare kit from the inclusion room and a letter must be sent home.
- Pupils are not allowed to wear any make-up.
- No jewellery, other than a wristwatch and stud earrings in each ear lobe, is allowed. No facial piercing is allowed at the school. On the days that your child has PE, earrings should be removed.
- We do not allow 'extreme' hairstyles: this includes tram-lines; unnatural hair colours or a shaved head less than a 'number 2'. Please ask us if you are not sure as pupils will be sent home.
- All hair accessories must be in the Academy colours. Hair bows must be no larger than 10cm in length.
- Hijabs and other hair coverings must be plain black or grey.

Herringham Primary Academy Uniform

Unless otherwise directed, all young people should attend school with uniform selected from the prescribed list as follows:

- White shirt, white blouse or white polo shirt
- Red cardigan, jumper or sweatshirt
- Grey trousers
- Grey shorts
- Grey skirt or tunic
- Plain black socks
- Plain grey tights
- Red and white dress in either checks or stripes [summer term only]
- White ankle socks [summer term only]

Indoor PE Uniform

- Red polo shirt [with HPA logo]
- Black shorts
- Trainers or plimsolls [All black, including logos and soles]

Outside PE Uniform

- Black jogging bottoms
- Black crew neck sweatshirt
- Trainers or plimsolls [All black, including logos and soles]

The GLC expects all students to wear conventional shoes. Please see Page 11 of this policy for guidance.

Please note:

- All pupils should attend school each day with a book bag with HPA logo.
- On the day that your child has PE, they should attend school already dressed in their PE kit. Children are encouraged to do most of their indoor PE in bare feet with plimsolls or trainers for outdoor use. All clothing should be clearly labelled with the name and class. If children do not have kit they should be provided with a spare kit from the inclusion room and a letter must be sent home.
- Pupils are not allowed to wear any make-up.
- No jewellery, other than a wristwatch and stud earrings in each ear lobe, is allowed. No facial piercing is allowed at the school. On the days that your child has PE, earrings should be removed.
- We do not allow 'extreme' hairstyles: this includes tram-lines; unnatural hair colours or a shaved head less than a 'number 2'. Please ask us if you are not sure as pupils will be sent home.
- All hair accessories must be in the Academy colours. Hair bows must be no larger than 10cm in length
- Hijabs and other hair coverings must be plain black or grey.

Lansdowne Primary Academy Uniform

Unless otherwise directed, all young people should attend school with uniform selected from the prescribed list as follows:

- White polo top
- Blue school sweatshirt/cardigan [with LPA logo]
- Grey trousers
- Grey Shorts
- Grey skirt, pinafore or blue gingham dress
- Plain black socks
- Plain grey tights
- All children need to have a reading book bag

The GLC expects all students to wear conventional shoes. Please see Page 11 of this policy for guidance.

Indoor PE Uniform

- Blue polo shirt [with LPA logo]
- Blue shorts [with LPA logo]
- Trainers or plimsolls [All black, including logos and soles]

Outdoor PE Uniform

- Blue jogging bottoms [with LPA logo]
- Black crew neck sweatshirt [with LPA logo]
- Trainers or plimsolls [All black, including logos and soles]

Please note:

- All pupils should attend school each day with a book bag with LPA logo.
- On the day that your child has PE, they should attend school already dressed in their PE kit. Children are encouraged to do most of their indoor PE in bare feet with plimsolls or trainers for outdoor use. All clothing should be clearly labelled with the name and class. If children do not have kit they should be provided with a spare kit from the inclusion room and a letter must be sent home.
- Pupils are not allowed to wear any make-up.
- No jewellery, other than a wristwatch and stud earrings in each ear lobe, is allowed. No facial piercing is allowed at the school. On the days that your child has PE, earrings should be removed.
- We do not allow 'extreme' hairstyles: this includes tram-lines; unnatural hair colours or a shaved head less than a 'number 2'. Please ask us if you are not sure as pupils will be sent home.
- All hair accessories must be in the Academy colours. Hair bows must be no larger than 10cm in length
- Hijabs and other hair coverings must be plain black or grey.

Tilbury Pioneer Academy Uniform

Unless otherwise directed, all young people should attend school with uniform selected from the prescribed list as follows:

- White polo shirt
- White shirt or blouse
- Mid-grey V neck jumper
- Grey trousers
- Grey shorts
- Grey skirt, pinafore dress or purple gingham dress
- Plain grey socks
- Plain grey tights

The GLC expects all students to wear conventional shoes. Please see Page 11 of this policy for guidance.

Indoor PE Uniform

- Purple polo shirt [with TPA logo]
- Black shorts [with TPA logo]
- Trainers or plimsolls [All black, including logos and soles]

Outdoor PE Uniform

- Black jogging bottoms [with TPA logo]
- Black crew neck sweatshirt [with TPA logo]
- Trainers or plimsolls [All black, including logos and soles]

Please note:

- All pupils should attend school each day with a book bag with academy logo.
- On the day that your child has PE, they should attend school already dressed in their PE kit. Children are encouraged to do most of their indoor PE in bare feet with plimsolls or trainers for outdoor use. All clothing should be clearly labelled with the name and class. If children do not have kit they should be provided with a spare kit from the inclusion room and a letter must be sent home.
- Pupils are not allowed to wear any make-up.
- No jewellery, other than a wristwatch and stud earrings in each ear lobe, is allowed. No facial piercing is allowed at the school. On the days that your child has PE, earrings should be removed.
- We do not allow 'extreme' hairstyles: this includes tram-lines; unnatural hair colours or a shaved head less than a 'number 2'. Please ask us if you are not sure as pupils will be sent home.
- All hair accessories must be in the Academy colours. Hair bows must be no larger than 10cm in length
- Hijabs and other hair coverings must be plain black or grey.

GLC Approved Shoe Styles

The GLC expects young people in all its academies to wear conventional shoes. Shoes must be leather or leather substitute with no obvious branding. All black trainers are also acceptable for school wear [black sole and no visible logo]. Largely branded trainers, those that are not all black, sock-style trainers or footwear such as Converse are not permitted. Trainers for PE must also be all black.

The guidance below indicates what is acceptable and what is not. If in any doubt, please talk to a member of staff .

SUITABLE	UNSUITABLE
<p data-bbox="183 607 691 663">Examples of the type of school shoes that are appropriate:</p> 	<p data-bbox="853 607 1361 663">Examples of the type of school shoes that are not appropriate:</p>  <p data-bbox="1230 725 1382 748">Canvas shoes</p> <p data-bbox="1198 842 1417 864">Non-sensible shoes</p> <p data-bbox="1222 981 1390 1003">Branded shoes</p>