

Uniform Policy

September 2026



1. Overview

- 1.1 The JCB Academy's Uniform Policy is publicised regularly to both learners and parents¹. It is designed to reflect the need for a standard of dress which is smart and reflects a clear identity for The JCB Academy.
- 1.2 School uniform is an effective way of preventing the differentiation between, and discrimination against, young people from advantaged or disadvantaged backgrounds.
- 1.3 Uniform plays a key role in promoting pride, unity and a feeling of belonging to The JCB Academy.
- 1.4 The JCB Academy uniform helps learners to accept that there are appropriate standards of appearance for certain circumstances and to understand what will be expected of them in the workplace.

2. Responsibilities

- 2.1 The academy will ensure all learners are aware of the uniform requirements and will implement these by monitoring learner appearance and following up infringements. Items (e.g. jewellery/non-uniform) that contravene this policy will be confiscated and learners will be able to collect them at the end of the day.
- 2.3 Learners will ensure that their appearance is in line with academy rules regarding the wearing of uniform and the guidelines on hair, jewellery and piercings, make up and nails.
- 2.3 Parents will support the academy by ensuring learners are dressed suitably each day and by supporting academy staff should they need to sanction their son/daughter for breaking the rules. Parents should ensure their son/daughter leaves for school each day correctly dressed without extreme hairstyles or colour, jewellery beyond that stated in this policy, excessive make up or fake tan or inappropriate nails. Piercings should be done at the start of the summer break to allow sufficient time to heal so that they can be removed at the start of the autumn term.

¹ Within this document, the term parent refers to those with parental responsibility for a learner



3. Appearance

- 3.1 Hair. The academy will not accept extreme hairstyles which tend to be in fashion as trends change. It is difficult to be prescriptive about this, but it is worth noting that the following styles will never be acceptable:
- Tram lines or patterns in the hair.
 - An all over grade 1 haircut.
 - Coloured streaks or shading in unnatural colours such as reds, pinks, greens, purples, blues, etc.
 - Bleach used to create an obvious pattern in the hair, such as bleach used to streak down the centre of the hair which contrasts with the rest of the hair colour.
 - Decorative inserts such as feathers, tinsel or braids.
- If a learner's hair is over shoulder length then it must be tied back for all practical lessons or where health and safety requires it.
- 3.2 Jewellery and piercings. A watch plus one other item of jewellery may be worn - this may be either a plain ring or fine chain or for pierced ears small studs or sleepers (gold or silver in colour with a maximum of one in each lobe). No facial piercings of any sort (nose, eyebrow, lip, chin, tongue) are accepted. It is not acceptable to wear clear studs or a plaster over the piercing.
- 3.3 Nails. Gel, acrylic or excessively long nails are not permitted. Nail varnish of natural colour is acceptable. False eyelashes must be natural in appearance and length.
- 3.4 Make up. Subtle make up can be applied, with no heavy eye make up, blusher or lipstick. False eyelashes must be natural in appearance and length. Fake tan that looks unnatural is not acceptable.
- 3.5 Wrist bands. Learners are permitted to wear one charity band. Festival bands are not allowed, neither are beads or friendship bracelets.
- 3.6 Medical conditions. At times learners may have medical conditions which make it difficult to comply with the academy's uniform requirements. Parents must discuss this with the academy prior to a learner breaking uniform rules and a GP's note will be required.
- 3.7 Religious or cultural differences. Diversity is welcomed and celebrated, therefore if any of the above requirements cut across recognised religious or cultural modes of dress the academy will be happy to discuss this with parents.



4. Academy uniform

Y9,Y10 AND Y11

**** Must be purchased from The JCB Academy's uniform supplier, Clive Mark***

Jacket*	Navy JCB Academy jacket.
Trousers*	Navy JCB Academy trousers.
Skirt*	Navy JCB Academy skirt (must sit on the knee or be no more than 10cm above the knee - if shortened by turning the waistband over the learner will be given trousers to wear).
Shirt	White, with collar and long or short sleeves.
Tie*	JCB Academy clip on tie in year colour.
Socks	Plain black or dark blue
Tights	Black or neutral shades.
Shoes	Black (heels not higher than two inches). No boots, sandals, sports shoes or ballet-style shoes.
Coat/Jacket	Preferably black or blue - no denim or leather (must not be worn within the academy buildings).
T-shirt	Plain white T-shirts may be worn under the shirt (no coloured or T-shirts with logos to be worn under shirt).
Jumper*	Navy JCB Academy sweatshirt can be worn under the jacket.
PE Kit	Academy PE shorts* (optional for girls) Academy rugby shirt* (boys only) Academy PE T-Shirt* Trainers# Football/rugby boots with studs Sports socks Gum shield Shin pads <u>Optional items:</u> Academy ¼ zip performance top* Academy tracksuit bottoms* Academy leggings* (girls only) All learners should also have a sufficiently sized PE bag to carry kit and all kit must be clearly marked with the learner's name. # Trainers should only be worn when participating in sport; if worn at any other time they will be confiscated and alternative footwear provided for the day.



POST-16: Y12, Y13, T-LEVEL AND FOUNDATION PROGRAMME

The dress code is designed to reflect a conservative business dress ethos and should be fit for the purpose of study.

T-Level and Foundation Programme	Branded shell jacket with polo shirt and black trousers. Formal White or Branded formal white blouse/shirt.
Y12	Business-style tailored suit, including matching blazer-style jacket and trousers or skirt (a knee length pencil or tailored style skirt is the preferred). Female learners: Business Style tailored trouser or skirt suit. White or plain formal collared sleeved blouse (long or short sleeve) that extends beyond the waistline. Male learners: Formal white shirt (long or short sleeved) and sixth form tie.
Y13	Business-style tailored suit, including matching blazer-style jacket and trousers or skirt (a knee length pencil style or tailored skirt is the preferred style). Female learners: Business Style tailored trouser or skirt suit. White or plain formal collared sleeved blouse (long or short sleeve) that extends beyond the waistline. Male learners: Formal White or Plain shirt (long or short sleeved) and sixth form tie.
• Tight fitting Lycra style or skirts higher than 10cm above the knee are NOT appropriate and learners will be given trousers to wear if inappropriate. • Branded shell jackets are optional for all Y12 learners. These can be worn at all times; however outdoor coats cannot be worn inside the academy buildings. • Branded sweatshirts and hoodies are not appropriate and should not be worn. • Formal shoes must be worn (no boots, trainers, ballet-style shoes or heels above 2"). • Male/Female - Plain V-neck jumpers or quarter zip jumpers that are fine knit and appropriate for a business environment may be worn under jackets. • T-Level learners are encouraged to purchase a white branded shirt for formal events/teaching. These should NOT be worn in practical sessions due to the potential damage that may be caused and instead learners should come suitably dressed in a polo shirt.	



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