



**Hermitage
Academy**

Uniform Policy

Review date: September 2026
Review date: September 2028



**North East
Learning Trust**

Review history

Review Date	Reviewer	Approved by	Date approved	Implementation
September 2023	Head of School	Executive Head	September 2023	September 2023
September 2025	Head of School	Executive Head	September 2025	September 2025
September 2026	Head of School	Executive Head	September 2026	September 2026

Recent revisions

Issue No.	Date	Revisions made
2	September 2023	Included information relating to pre-loved uniform and updated sixth form dress code.
3	December 2024	Updated to include reference to religious head coverings
4	September 2025	Updated to include reference to colour of socks. Updated to specify option of generic, unbranded PE trousers/skirt and shorts.

1. Introduction

Hermitage Academy is part of the North East Learning Trust and the uniform policy supports the high standards of the Trust and the Academy. At Hermitage Academy we believe that a school uniform plays an important role in creating a focused and respectful learning environment. Our uniform policy is designed to promote equality, reduce distractions, and instill a sense of pride and belonging among students. By wearing the correct uniform, students represent not only themselves but also the values and community of our school. This policy outlines the expectations for student dress and appearance, ensuring consistency and clarity for all members of the school community.

2. Aims

We believe that a clearly defined Academy uniform is important because it:

- **Promotes Equality**

To create a sense of fairness and reduce peer pressure by minimising visible economic and social differences among students.

- **Encourages a Sense of Belonging**

To help students feel part of the school community and take pride in representing their school.

- **Supports a Focused Learning Environment**

To reduce distractions and support a professional atmosphere that is conducive to learning and achievement.

- **Enhances Safety and Security**

To ensure students are easily identifiable as members of the school, both on-site and during off-site activities, improving overall safety.

- **Fosters Discipline and Responsibility**

To encourage students to take responsibility for their appearance and to understand the importance of following guidelines and expectations.

- **Prepares Students for the Future**

To help students develop habits of personal presentation that are important in many workplaces and formal environments.

3. School Uniform

The school uniform requirements are outlined in the table below, along with details regarding which items are optional and which need to be branded.

School Uniform

ITEM	REQUIRED/OPTIONAL	INFORMATION
Blazer	Required	Navy blazer with branded embroidered school badge Note: Only available from the uniform supplier.
Shirt	Required	Pale blue collared shirt with top button. This must be smartly tucked in. Note: Shirts can be purchased from any high-street retailer.
Academy Tie	Required	Branded Hermitage Academy tie. Supplied to Year 7 students in the first

		instance. Replacement ties purchased through the Academy or the uniform supplier.
Jumper	Optional	Navy v-neck jumper and the Academy logo. Note: Only available from the uniform supplier. No other alternatives are acceptable.
Cardigan	Optional	Navy cardigan with the Academy logo. Note: Only available from the uniform supplier. No other alternatives are acceptable.
Trousers	Required	Navy formal straight cut school trousers – not leggings, jeans, combat style or stretch style. The bottoms of the trouser must be at least 7.5 inches/18 cm wide at the bottom. Note: Trousers purchased elsewhere MUST be the same style and fit as those provided by the uniform supplier.
Skirt	Required	Navy tartan pleated skirt Note: Available from the uniform supplier.
Shorts	Optional	Plain navy formal knee length shorts, of the same material as school trousers, during the summer term are allowed. No jeans, cargo style, leggings, stretchy or tracksuit style. PE shorts, in all styles are not allowed.
Socks/Tights	Required	Socks must be black, navy or dark grey with trousers. They must be ankle length or longer. Plain black, navy or grey tights must be worn with skirts. Note: Can be purchased from any high-street retailer.
Shoes	Required	Plain black, formal, leather or leather style shoes which can be polished. No trainers, plimsolls, pumps, boots, converse shoes, or open toe shoes

		permitted. Note: Shoes can be purchased from any high-street retailer. In snowy conditions, pupils will be permitted to wear short boots indoors.
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Outerwear

ITEM	REQUIRED/OPTIONAL	INFORMATION
Outside Coats	Optional	Outside coats must be removed when entering the school building. Note: Can be purchased from any high-street retailer but optional outerwear by Emblematic can be viewed on the website.
Caps		Caps are not to be worn on academy premises.
Woollen Hats	Optional	May be worn between the autumn and spring half terms but must be removed when entering the school building.
Wellington Boots or long boots	Optional	If worn, students will need to change them on arrival to school.

PE Kit

ITEM	REQUIRED/OPTIONAL	INFORMATION
Sector polo shirt	Required	Note: Branded and only available from the uniform supplier.
Sector panel shorts and/or skirt and/or cuffed tracksuit pants and/or leggings	Required	Navy shorts and/or navy skirt and/or navy cuffed tracksuit pants and/or black or navy leggings Generic can be purchased (but MUST be in the same style and fit as those provided by the uniform supplier).
Other items available	Optional	Note: See uniform visuals on the website

PE Footwear

PE Footwear		
Trainers	Required	Note: Trainers with non-marking soles are to be worn in the sports hall.
Studded Boots	Optional	Note: Students are advised to wear football boots for football and rugby

Plimsolls, Converse, or canvas type shoes		Note: Not suitable footwear for PE and should not be worn.
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4. General Appearance

Hair	Haircuts should not be less than a number 1. Students are not permitted to have tram lines or sculptures in their hair or any extreme hairstyles. Students should not dye their hair an unnatural colour. Hair bands should be thin and not overly decorated e.g. no larger flowers.
Religious Head Coverings	Students may wear religious head coverings or garments (e.g. hijabs, turbans, kippahs) as part of their uniform, provided they are plain black or navy and meet health and safety standards. Religious head coverings can be purchased from Emblematic.
Jewellery	Students are permitted to wear one plain stud, silver or gold in each earlobe. Diamante earrings, plugs and expanders are not allowed. No other jewellery is permitted including necklaces, bracelets or rings. Body piercings that are visible are not allowed, including tongue piercings, nose and eyebrow studs. Parents must ensure that if a child is to have a piercing it must take place at the start of the six weeks' holiday and must be removed on the first day of term. Watches (but not smart watches) are allowed but please ensure they are suitable for a school environment.
Make-Up	Makeup should not be visible. False eyelashes are not to be worn. Lipstick is not to be worn. Nails are not to be painted and false nails are not to be worn.
Tattoos	Tattoos which are visible are not permitted. Any student aged 18 or over with a visible tattoo will need to keep it covered up. It is illegal to have a tattoo below the age of 18.
Clothing	Large fashion belts are not acceptable or part of the Academy uniform. Hoods must not be worn inside the Academy.
Equipment	All students are expected to come to the Academy with: • a bag large enough to carry an A4 file (backpacks are recommended) • a pencil case containing pen, pencil, ruler, and rubber

	recommended) • a PE kit (on PE days) Tutors and Year Managers will carry out equipment checks regularly Where a student repeatedly fails to bring the correct equipment to the Academy, his/her name will be passed on to the appropriate Year Manager. From then onwards, the Year Manager will apply a range of sanctions to ensure that the student brings the correct equipment to the Academy. These sanctions might include detentions, parental contact, internal exclusions etc.
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5. Sixth Form Dress Code

Our dress code is smart office wear which entails:

- Blouse/dress shirt/polo shirt (collared).
- Tailored trousers (no jeans/tracksuits).
- Tailored skirt (minimum knee length).
- Jumper / cardigan.
- Smart shoes (not trainers/pumps).
- No extreme hairstyles. Hair colour and make-up should be subtle.
- Tattoos must not be visible.
- No facial piercing allowed other than subtle ear piercing.
- No extreme levels of jewellery to be worn in school.
- Coats/hoodies/hats should not be worn inside the building.

Students are in a working environment, therefore, strapless or shoulder less tops, short tops which do not meet the waistband of trousers/skirts, short skirts, shorts, plunging necklines, gym wear and vest tops are not appropriate. Clothes that are too tight or revealing (including sports leggings) should not be worn.

The Academy reserves the right to make the final decision on what is acceptable and what is not acceptable.

Ordering School Uniform

The uniform supplier is Emblematic and orders can be placed online at <https://emblematic.co.uk/schools/hermaca/> or by emailing orders to orders@emblematic.co.uk

Pre-Loved School Uniform

In an effort to ensure affordability and ease the financial pressures involved in purchasing uniform for our parents/guardians and their families, the Academy has established links with two charity shops in Chester-Le-Street, St Cuthbert's Hospice, 172 Front Street, Chester-Le-Street, DH3 3AZ and Age UK, 80 Front Street, Chester-Le-Street, DH3 3BB. Both charity shops are willing to receive donations of school uniform that is in good condition and can be re-sold. This partnership will enable us to support families within our community and the important work undertaken by both charities. We also have spare uniform in school that we will issue to students as and when required.

The following items of uniform can be donated:

General Uniform	PE Uniform
School Blazers	PE Top
School Skirts	PE Bottoms
School Trousers	
School Shorts	
White shirts (long or short sleeved)	
Black school shoes – good condition	
School tie	

As part of the Home School Agreement our students and parents/guardians agree to conform to the uniform requirements of the school. Students are expected to wear school uniform unless there is a justified reason as to why they may not. If your child cannot temporarily wear any aspect of the uniform, then parents/carers should inform the school, in writing, the reasons as to why.

If parents/guardians or students are in doubt about whether or not a particular article of clothing is suitable, or before making any decisions about altering hair colour or style, we ask that they contact their child's Year Manager prior to any change.

The Head of School, in accordance with the Behaviour Management Policy will issue appropriate sanctions to students who persistently do not comply with the Uniform Policy.

Dissemination of the Policy

This policy is available on the school website, on request to parents/guardians, the Local Authority and Ofsted through the Executive Principal. A copy will be stored on staff files.

Other policies that have relevance are:

- Admissions and Appeals
- Equality Policy
- Health and Safety
- Complaints Policy
- Behaviour Policy