Paddington Academy
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PADDINGTON ACADEMY

Uniform Policy

2026-27

Date of last review		Review period	1 year
Date of next review		Owner	DRI
Type of policy	Statutory	Approval	LGB
SLT member in charge	DRI		

1. Introduction

At Paddington Academy, we expect all students to wear their uniform with pride, presenting themselves as smart, confident, and respectful members of our community. Wearing the Academy uniform correctly reflects our shared values and high standards.

All students are required to wear the full, correct uniform and to wear it appropriately at all times. This expectation applies while students are:

- On the school premises
- Travelling to and from school
- Attending out-of-school events, trips, or any occasion where they represent the Academy

Students must be in full and correct uniform in order to attend lessons. Where a uniform issue arises, staff will, where possible, support students in resolving it during the school day. However, if this cannot be addressed immediately, students may be placed in Reflection, or parents/carers may be contacted to ensure the issue is rectified, which could include the student being sent home to change.

Requests for adjustments to the uniform for medical reasons will only be considered upon receipt of appropriate medical evidence from a qualified professional, provided on official letter-headed paper. Any such adjustments must be approved by the Principal.

2. Equality Act 2010

Paddington Academy is committed to meeting its legal duties under the Equality Act 2010. The Act protects individuals from discrimination based on protected characteristics, including sex, race, religion or belief, and gender reassignment.

In line with this legislation, the Academy will ensure that all uniform expectations are applied fairly and consistently, and that no student is disadvantaged or discriminated against. Where appropriate, reasonable adjustments will be made to support individual needs, in accordance with the Equality Act.

3. Cost and Affordability of Uniform

The Academy has a duty to ensure that the required school uniform is affordable for all families, in line with statutory guidance from the Department for Education. We recognise that items with distinctive characteristics—such as those that are branded or require a specific logo, fabric, colour, or design—can limit where parents/carers are able to purchase them and may reduce opportunities to find the best value.

In line with updated government guidance on the cost of school uniform, Paddington Academy is committed to limiting the number of compulsory branded items required of students.
The Government has legislated to ensure that schools do not require excessive numbers of branded uniform items.

As a result:

- Secondary schools may require no more than four compulsory branded items, provided that one of these items is a tie
- A branded item is considered compulsory if a student is required to wear it:
    - For general use in school
    - When travelling to or from school
    - During any lesson, club, or activity organised by the Academy (including before- and after-school activities)

An item does not need to feature a logo to be classed as "branded." It may also be considered branded if, due to its specific colour, design, fabric, or other characteristics, it can only reasonably be purchased from the Academy's designated supplier. Similarly, where a badge or logo must be attached to a generic item, this item will count towards the total number of compulsory branded items.

Where students are given a choice between different branded items (for example, trousers or a skirt), this will count as a single item. However, where different versions of an item are required at different times of the year (for example, a winter and summer variant), these will count as separate items.

The Academy may:

- Set different uniform requirements for different year groups or key stages, provided that at any one time the number of compulsory branded items for an individual student does not exceed the permitted limit
- Offer optional branded items, ensuring that suitable non-branded alternatives are always available and clearly specified, including any requirements relating to colour, style, or fabric

Through these measures, Paddington Academy aims to balance a strong sense of identity and belonging with fairness, affordability, and compliance with national guidance.

We will achieve this by:

- Re-tendering our contract with uniform suppliers at least every five years to ensure competitive pricing for branded items
- Regularly reviewing which items with distinctive characteristics are essential to the Academy's identity, and reducing compulsory branded items wherever possible
- Ensuring some uniform items are optional, with clear guidance on suitable unbranded alternatives available from a wide range of retailers
- Avoiding requirements for items that students may also wear outside of school, such as coats, footwear, or accessories
- Maintaining consistency in uniform expectations across year groups and avoiding additional requirements for extra-curricular activities
- Using cost-effective alternatives (e.g. bibs or labels) to identify groups in activities such as interschool competitions
- Ensuring second-hand uniform is readily available to families
- Minimising changes to uniform specifications and carefully managing any necessary updates to reduce financial impact

- Providing financial support where the cost of uniform presents a significant burden
- Consulting with parents/carers and students before implementing any significant changes to the uniform policy

4. Uniform Supplier: Price & Buckland

At Paddington Academy, our uniform is supplied by Price & Buckland, a well-established provider of school uniforms. They operate as an online-only supplier, which helps to minimise overhead costs and ensures that our uniform remains competitively priced for families.

We are confident in the quality of our uniform. It is consistently found to be durable, well-made, and suitable for the demands of daily school life. Complaints from students or parents regarding the quality of uniform are extremely rare. Many students are able to wear their uniform throughout the full academic year, and in some cases across multiple years, demonstrating its longevity and value for money.

All branded uniform items must be purchased through Price & Buckland; no alternative suppliers are permitted for these items. The uniform shop can be accessed via the Academy website:

www.paddington-academy.org (select the 'Parents' section, then 'Uniform')

Alternatively, orders can be placed directly through Price & Buckland:

https://www.pbuniform-online.co.uk/paddington

To ensure continued value for money, the Academy re-tenders its contract with Price & Buckland at least every five years.

Unbranded items do not need to be purchased from Price & Buckland and may be bought from any high street retailer.

5. Compulsory and Non-Compulsory School Uniform and PE Kit

In line with government guidance, Paddington Academy limits the number of compulsory branded uniform items. There are three compulsory branded items for all students: the Paddington Academy blazer, the Paddington Academy trousers (or skirt/long skirt for girls), and the Paddington Academy PE top (either short- or long-sleeved). In addition, the Paddington Academy tie is compulsory for boys and is a branded item. However, this does not exceed the permitted limit, as government guidance for secondary schools allows up to four compulsory branded items where one of these is a tie.

All other uniform items do not need to be branded. While we recommend the Paddington Academy items supplied by Price & Buckland to ensure consistency and quality, parents/carers may purchase suitable alternatives from other retailers, provided these meet the Academy's uniform requirements in terms of colour, style, and standard.

All students are required to wear the full, correct uniform at all times. The compulsory uniform is outlined below; for full details and specifications, parents/carers should refer to the appendices at the end of this policy.

5.1 Boys' Uniform (Compulsory)

- Paddington Academy Navy blazer with embroidered school logo.
  Must be purchased from Price & Buckland.

- PA Navy Trousers: Paddington Academy trousers with school logo at the waist.
  Must be purchased from Price & Buckland.

- White Formal Shirt - Plain white shirt with a formal collar. Shirts must be fully buttoned to the top and always tucked in. Students must not wear coloured T-shirts underneath.
  Can be purchased from any high street retailer.

- PA Clip-on Tie - Paddington Academy clip-on tie, to be worn with the top button fastened.
  Must be purchased from Price & Buckland or the Academy.

- Socks - Plain navy or black.
  Can be purchased from any retailer.

- Black Shoes - Plain black leather, polishable shoes with black soles and laces (or plain slip-on). Shoes must be formal in style and not resemble trainers. Velcro fastening is not permitted - as children move into secondary school and grow up, we insist that they wear adult, formal shoes.
  Can be purchased from any retailer.

5.2 Boys' Optional Uniform Items

The following items are optional and may be worn in addition to the compulsory uniform.

- Belt (Optional) - Must be plain black or navy, with a small, discreet buckle. Branded or oversized buckles are not permitted.
  Can be purchased from any retailer.
- PA Navy School Jumper (Optional) - A fine-knit navy school jumper with a 'V'-neck and light blue piping at the collar. We recommend purchasing the Paddington Academy jumper from Price & Buckland to ensure it meets our expectations. However, parents may choose to purchase this item from another retailer, provided it is fine-knit, plain navy with no logo, includes light blue piping at the collar which must be a 'V' neck in design and worn in a way that does not obscure the school tie.

5.3 Boys' PE Kit (Compulsory)

All students are required to attend PE lessons in the correct kit. The compulsory boys' PE kit is outlined below:

- Paddington Academy PE Top (Short or Long Sleeved) - Navy PE top with the Paddington Academy logo.
  Must be purchased from Price & Buckland.

- Shorts and Base Layer / Tracksuit Bottoms

  Students must wear either:

- Paddington Academy navy shorts (with optional navy base layer underneath), or
- Paddington Academy navy tracksuit bottoms (with logo), or
- A plain navy tracksuit or shorts (with no visible logos and no piping or block bars of colour) made from suitable sports material

The Paddington Academy shorts and tracksuit bottoms must be purchased from Price & Buckland. The plain navy tracksuit option may be purchased from any retailer, provided it meets the Academy's expectations outlined above.

While plain navy alternatives are permitted, we recommend purchasing the Price & Buckland items to ensure they meet our expectations. Through our own comparison, we have found Price & Buckland prices to be highly competitive. However, we have included this alternative to provide parents and carers with flexibility and choice, ensuring that suitable options are accessible to all families.

- Socks - Navy long sports socks or plain white short sports socks.
  Can be purchased from any high street retailer.

- Sports Trainers - Suitable trainers for sports activities. These may be any colour but must be appropriate for physical exercise and provide adequate support.
  Can be purchased from any retailer.

5.4 Boys' Optional Uniform Items

The following items are optional and may be worn in addition to the compulsory uniform.

- Paddington Academy Outdoor Training Top (Unisex) - A Paddington Academy outdoor training top, suitable for colder weather during PE lessons.
  This item is optional and can only be purchased from Price & Buckland. Alternatively, parents/carers may purchase this item from another retailer, provided it is plain navy, made from suitable sports material, has no visible logos, and is not a coat or hoodie (e.g. no hoods or casual outerwear features).

5.5 Girls' Uniform (Compulsory)

- Paddington Academy Navy blazer with embroidered school logo.
  Must be purchased from Price & Buckland.

- PA Navy Trousers, Skirt or Long Skirt - Paddington Academy item with school logo at the waist.
  Must be purchased from Price & Buckland.

- White Revere-Collar Blouse - Plain white blouse with a revere collar. Must be worn correctly and tucked in at all times.
  Can be purchased from any retailer.

- Socks or Tights - Plain navy or black. Socks must be ankle length only and must not be worn over tights. *Can be purchased from any retailer.*

- Black Shoes - Plain black leather, polishable shoes with black soles and no heel (or very low heel). Shoes must be formal in appearance and not resemble trainers. Velcro fastening is not permitted - - as children move into secondary school and grow up, we insist that they wear adult, formal shoes. *Can be purchased from any retailer.*

5.6 Girls' Optional Uniform Items

The following items are optional and may be worn in addition to the compulsory uniform.

- Belt - Must be plain black or navy, with a small, discreet buckle. Branded or oversized buckles are not permitted. *Can be purchased from any retailer.*
- PA Navy School Jumper (Optional) - A navy school jumper with a V-neck and light blue piping at the collar. We recommend purchasing the Paddington Academy jumper from Price & Buckland to ensure it meets our expectations. However, parents may choose to purchase this item from another retailer, provided it is fine-knit, plain navy with no logo, includes light blue piping at the collar which must be a 'v' neck in design and worn in a way that does not obscure the revere neck collar blouse

- Hijab - Must be plain navy, made from a smooth (non-crinkled) fabric, and 'straight cut' without tassels.
  It must be worn so that the blazer logo remains visible, sitting at or above chest level. Hijabs should be shoulder length or neatly tucked in, and not worn long down the back.

5.7 Girls' PE Kit (Compulsory)

All students are required to attend PE lessons in the correct kit. The compulsory boys' PE kit is outlined below:

- Paddington Academy PE Top (Short or Long Sleeved) - Navy PE top with the Paddington Academy logo. *Must be purchased from Price & Buckland.*

- Shorts and Base Layer / Tracksuit Bottoms

  Students must wear either:

- Paddington Academy navy shorts (with optional navy base layer underneath), or
- Paddington Academy navy tracksuit bottoms (with logo), or
- A plain navy tracksuit or shorts (with no visible logos and no piping or block bars of colour) made from suitable sports material

The Paddington Academy shorts and tracksuit bottoms must be purchased from Price & Buckland. The plain navy tracksuit option may be purchased from any retailer, provided it meets the Academy's expectations outlined above.

While plain navy alternatives are permitted, we recommend purchasing the Price & Buckland items to ensure they meet our expectations. Through our own comparison, we have found Price & Buckland prices to be highly competitive. However, we have included this alternative to provide parents and carers with flexibility and choice, ensuring that suitable options are accessible to all families.

- Socks - Navy long sports socks or plain white short sports socks.
  Can be purchased from any high street retailer.

- Sports Trainers - Suitable trainers for sports activities. These may be any colour but must be appropriate for physical exercise and provide adequate support.
  Can be purchased from any retailer.

5.8 Girls' Optional Uniform Items

The following items are optional and may be worn in addition to the compulsory uniform.

- Paddington Academy Outdoor Training Top (Unisex) - A Paddington Academy outdoor training top, suitable for colder weather during PE lessons.
  This item is optional and can only be purchased from Price & Buckland. Alternatively, parents/carers may purchase this item from another retailer, provided it is plain navy, made from suitable sports material, has no visible logos, and is not a coat or hoodie (e.g. no hoods or casual outerwear features).

6. PA School Bags – Year 7 and 8 Only

Paddington Academy no longer requires students to have a branded school bag in year 7 and year 8; however, we strongly encourage students and families to purchase the Paddington Academy backpack, which is designed to be durable and fit for purpose. Many students find that this bag lasts well over multiple years, representing good value for money. To be clear, all students, in all year groups, are required to bring an appropriate school bag each day that is suitable for carrying books and equipment safely and comfortably.

The Paddington Academy bag, featuring the school logo, is available to purchase from our uniform supplier, Price & Buckland.

As an alternative, students may bring their own bag, but this must be a plain navy backpack with no visible logos or branding. All bags must be suitable for carrying books and equipment safely and comfortably throughout the school day. Handbags or small fashion bags are not appropriate and do not meet these expectations.

To support affordability, the Academy also holds a supply of pre-worn Paddington Academy backpacks, which are available to families. Availability will depend on donations, but we will always do our best to support where possible.

7. Pre-Worn Uniform

We recognise that school uniform can represent a significant cost for families, and we are committed to providing support wherever possible. To help with this, the Academy operates a pre-worn uniform shop, offering high-quality second-hand items at a reduced cost.

We warmly encourage donations of uniform that is in good condition. Contributions from parents and students play a vital role in enabling us to support other members of our community. Donations can be made via the school reception and are always greatly appreciated.

Please note that the availability of pre-worn uniform is dependent on the items we receive through donations. While we will always do our best to meet individual needs, we cannot guarantee that specific items or sizes will be available at any given time.
If you require additional support in providing uniform for your child, please contact the school office at office@paddington-academy.org. We will work with you to explore what assistance may be available based on your individual circumstances.

8. PE Days

Students are expected to wear their PE kit to school on the day of their timetabled PE lesson each week. This approach supports the promotion of healthy, active lifestyles and maximises learning time in PE lessons by removing the need for students to change. Additionally, it helps to reduce wear and tear on school uniforms, extending their lifespan and providing better value for families.

Students are expected to wear the correct, full PE kit on these days. If a student is unable to fully participate in a practical lesson due to illness or injury, they are still required to wear their PE kit and will take part in the lesson in an alternative role, such as coaching, officiating, or assessment.

If a student attends a PE lesson without the correct kit (whether a single item or the full kit), they will receive an after-school detention. Where possible, a pre-worn replacement item will be provided to enable the student to participate in the lesson.

Students must not wear PE kit to school on days when they do not have a timetabled PE lesson. If a student does so, they will receive an after-school detention and will be expected to change into full school uniform immediately. Where necessary, a pre-worn uniform item may be provided; however, if this cannot be resolved promptly, the student may be sent home to change.

9. Make-Up, Jewellery and Hairstyles

Make-up is not permitted at Paddington Academy. This includes, but is not limited to, lipstick or lip gloss, foundation, blusher, eyeliner, false eyelashes, eyeshadow, or any other cosmetic products. Students are permitted to wear lip balm provided that it is colourless. Students are also expected to have natural nails; false nails, gel nails, or nail varnish are not permitted.

If a student is found to be wearing make-up or prohibited nail products, they will be required to correct this immediately. Any such items brought into school may be confiscated. Confiscated items must be collected by a parent/carer and will not be returned directly to students at the end of the school day. Where it is not

possible to resolve the issue promptly, the student may be placed in Reflection or sent home to correct it before returning.

Only clear, transparent spot-stickers are permitted. In response to student feedback, the Academy allows these discreet coverings; however, coloured or visible spot-stickers are not permitted. If a student is wearing a coloured or visible spot-sticker they will be asked to remove this and be issued with an after-school detention.

Students are not permitted to wear jewellery. The only exception is a simple, non-electronic watch. Smart watches or electronic devices worn as watches are not allowed. Piercings of any kind, including clear or retainers, are not permitted and must be removed during the school day. Families should ensure that any piercings are undertaken at a time that allows for full healing before returning to school, as students will still be required to remove them regardless of when they were done.

Hair must be of a natural colour and worn in a neat, appropriate style suitable for a professional school environment. Extreme hairstyles are not permitted. For the purpose of this policy, “extreme hairstyles” include, but are not limited to, shaved patterns or designs, Mohicans, significant differences in hair length (e.g. shaved sides with a long top), brightly coloured or multi-coloured hair, unnatural colours (such as red, blue, green, pink, purple, or any fluorescent shades), and any style that draws undue attention. Designs, patterns, or lines cut into the hair or eyebrows are not permitted.

Failure to meet these expectations—including wearing make-up, jewellery, unauthorised nail products, or unsuitable hairstyles and a refusal to correct them - will result in a referral to Reflection.

10. Coats, Hoodies, Hats and Belts

Students are required to wear coats that are practical, smart, and appropriate for the school environment. Coats must be plain, in a dark or neutral colour, and should not display prominent logos or branding. Coats should also be suitable for outdoor conditions and ideally waterproof to protect students from the weather.

Items such as hoodies, tracksuit tops (including zip-up tops), denim jackets, or other fashion items that are not designed as appropriate outerwear are not permitted. Any such items brought into school will be confiscated.

Hats may be worn outdoors in cold weather; however, they must not be worn inside the school building. Caps (including New Era-style caps), balaclavas, snoods, or similar items are not permitted at Paddington Academy, as they do not align with our expectations for a smart, professional appearance.

Students are not required to wear a belt; however, if a belt is worn, it must be plain black, brown or navy in colour. Buckles must be small, discreet, and appropriate for a school setting. Belts with large or branded buckles are not permitted.

Uniform Appendix

This appendix has been created to provide further detail and clarification regarding uniform expectations at Paddington Academy. We are committed to ensuring that our uniform offers excellent value for money and are proud to maintain one of the most affordable school uniforms in Westminster.

If you have any questions that are not addressed within this guide, please contact the Academy office at office@paddington-academy.org, where a member of the admissions team will be happy to assist you.

Please note that all branded uniform items must be purchased through our official supplier, Price & Buckland. Full details, including links to the online shop, can be found on the Academy website.

To order uniform, please follow the instructions provided below. We strongly recommend placing orders by 20th July to ensure delivery in time for the start of the new academic year in September.

In the following appendices, where an item is highlighted in blue this demonstrates that this is a compulsory item of uniform. The description of the item then identifies specifically whether this is a branded item of uniform or if it can be purchased from any retailer providing that it meets our uniform expectations.

Uniform and Equipment Expectations 26-27

Boys' Uniform



Plain white shirt - short or long sleeved (*can be purchased anywhere)*

PA Navy School Jumper (Optional) - A fine-knit navy school jumper with a 'V'-neck and light blue piping at the collar.

Paddington Academy clip-on school tie

Paddington Academy blazer with school logo

Paddington Academy trousers with small logo

Navy blue or black socks without large logos or designs (*Can be purchased anywhere)*

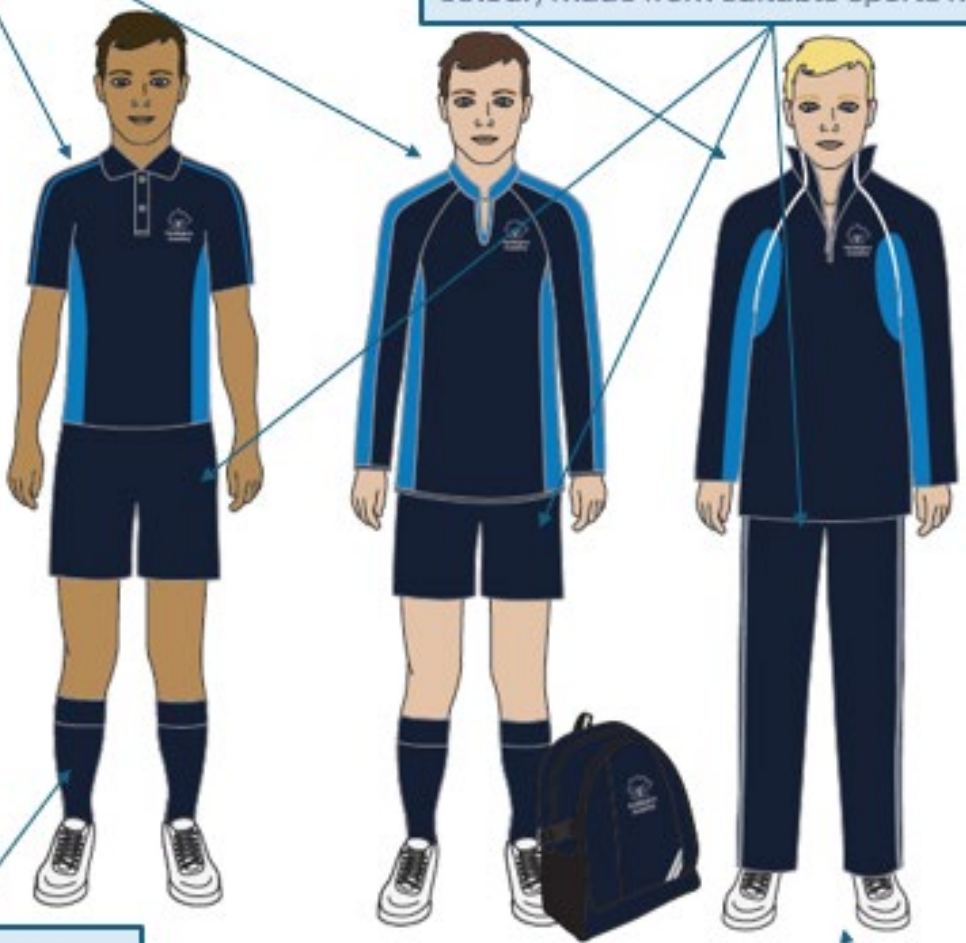
Black leather, polishable shoes with black soles and black laces/ slip-on but these must not be Velcro. (*can be purchased anywhere)* It is important that these are formal shoes and not trainers or trainer-like.

Uniform and Equipment Expectations 26-27

Boys' PE Kit

Paddington Academy PE Top with school logo (either short or long-sleeved)

Students must wear either:
- Paddington Academy navy shorts (with optional navy base layer underneath), or
- Paddington Academy navy tracksuit bottoms (with logo), or
- A plain navy tracksuit or shorts (with no visible logos and no piping or block bars of colour) made from suitable sports material



Navy blue or white sports socks *(Can be purchased anywhere)*

Sports trainers (can be any colour as long as they are suitable for sports so should not be a "fashion trainer" (can be purchased anywhere)

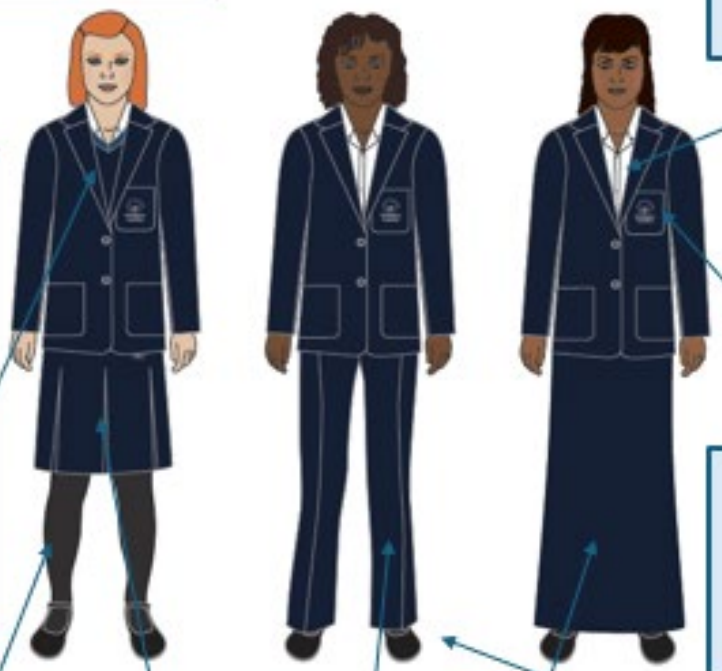
Uniform and Equipment Expectations 26-27

Boys' Uniform

Item	Standard expected
PA Blazer	Must be Paddington Academy blazer with school logo
Navy trousers	Must be Paddington Academy trousers with school logo at the waist
Plain White Shirt *can be purchased anywhere)*	Must be plain white with a formal collar. Students are not allowed to wear non-white T shirts/vests underneath their shirts. Shirts must be fully buttoned-up and tucked in at all times
Belt (optional)	Must be plain navy, black or brown. The buckle must be sensible and appropriately sized and must not have a buckle which contains a logo.
PA Navy School Jumper (Optional)	A fine-knit navy school jumper with a 'V'-neck and light blue piping at the collar which must be plain navy with no logo and worn in a way that does not obscure the school tie.
Tie	PA clip-on tie which must be worn with the shirt buttoned to the neck.
Socks	Must be navy blue or black (or white for PE kit)
Black leather, polishable shoes *(can be purchased anywhere)*	Black leather, polishable shoes with black soles and black laces/ slip-on but these must not be Velcro. It is important that these are formal shoes and not trainers or trainer like and not boots.  If you are unsure before purchasing, you can contact Admissions at admissions@paddington-academy.org for support.

Uniform and Equipment Expectations 26-27

Girls' Uniform



Navy blue hijab – more details in final pages *(optional – can be purchased anywhere)*

Plain white 'revere collar blouse' (more details on next page)

PA Navy School Jumper (Optional) - A fine-knit navy school jumper with a 'V'-neck and light blue piping at the collar.

Paddington Academy blazer with school logo

Navy blue or black socks or tights *(can be purchased anywhere)*

Black leather, polishable shoes with black soles and black laces/ slip-on but these must not be Velcro. (*can be purchased anywhere)*
It is important that these are formal shoes and not trainers or trainer-like, boots or heels.

Paddington Academy short skirt, trousers or long skirt, all with school logo

Uniform and Equipment Expectations 26-27

Girls' Uniform



All girls need to wear a plain white 'revere collar blouse' – This can be either short or long sleeved. (*Can be purchased anywhere)*



Uniform and Equipment Expectations 26-27

Girls' PE Kit

Paddington Academy PE Top with school logo (either short or long-sleeved)

Students must wear either:

- Paddington Academy navy shorts (with optional navy base layer underneath), or
- Paddington Academy navy tracksuit bottoms (with logo), or
- A plain navy tracksuit or shorts (with no visible logos and no piping or block bars of colour) made from suitable sports material
- Leggings are not permitted as PE kit.



Navy blue or white sports socks *(Can be purchased anywhere)*

Sports trainers (can be any colour as long as they are suitable for sports so should not be a "fashion trainer" (can be purchased anywhere)

Uniform and Equipment Expectations 26-27

Girls' Uniform

Item	Standard expected
PA Blazer	Must be Paddington Academy blazer with school logo
Navy Skirt or long skirt or trousers	Must be Paddington Academy trousers with school logo at the waist
Plain White Shirt *(Can be purchased anywhere)*	Must be plain white 'revere-collar blouse'. Students are not allowed to wear non-white T shirts/vests underneath their shirts. Shirts must be fully buttoned-up and tucked in at all times
Belt (optional)	Must be plain navy, black or brown. The buckle must be sensible and appropriately sized and must not have a buckle which contains a logo.
PA Navy School Jumper (Optional)	A fine-knit navy school jumper with a 'V'-neck and light blue piping at the collar which must be plain navy with no logo and worn in a way that does not obscure the revere collar blouse
Socks or tights	Must be navy blue or black (or white for PE kit)
Black leather, polishable shoes *(can be purchased anywhere)*	Black leather, polishable shoes with black soles and black laces/ slip-on but these must not be Velcro. It is important that these are formal shoes and not trainers, trainer-like, boots or heels.  If you are unsure before purchasing, you can contact Admissions at admissions@paddington-academy.org for support.
Plain Navy Hijab (optional)	Must be plain navy, made from a smooth (non-crinkled) fabric, and 'straight cut' without tassels. It must be worn so that the blazer logo remains visible, sitting at or above chest level. Hijabs should be shoulder length or neatly tucked in and not worn long down the back.