Uniform Policy

Approved by the Local Governing Body on: May 2025

Next review date: May 2027

This policy has been reviewed by the Headteacher to ensure that it reflects the Department for Education's statutory guidance on the Cost of School Uniforms, including the requirements effective from September 2026.

Contents

1. Aims 3
2. Our school's legal duties under the Equality Act 2010 3
3. Limiting the cost of school uniform 3
4. Expectations for school uniform 4
5. Expectations for our school community 5
6. Monitoring arrangements 6
7. Links to other policies 6

1. Aims

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 parents and carers
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for school uniform

2. Our school's legal duties under the Equality Act 2010

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.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort, related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the Headteacher or /SENDCo, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. Limiting the cost of school uniform

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 uniform.

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

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Considering cheaper alternatives to school-branded items, such as plain sweatshirts
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller

- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for school uniform

Full information is available on our website

4.1 Our school's uniform

There is no expectation to purchase any branded uniform items and generic items are acceptable across the full uniform range.

School uniform for all children in school will consist of the following:

- Navy blue sweatshirt or cardigan (plain or with the school logo), light blue polo shirt.
- Grey or black trousers / skirt /pinafore (jeans and leggings are not permitted).
- Sensible shoes or plain black trainers

Additional summer items:

- Grey shorts, navy blue and white checked dresses or playsuits

PE Kit

- A plain white t-shirt, plain black shorts, leggings or jogging bottoms, trainers (no blades or studs).

Swimming

- Towel
- Swim Hat
- Swimming Costume (no bikinis or baggy shorts)

Jewellery

A single stud for pierced ears is acceptable but no other form of earrings. Earrings present a health and safety risk during PE sessions, so we follow guidance from "Safe Practice in Physical Education, School Sport & Physical Activity",

"Students unable to remove earrings should be required to make them safe by taping, front and back, which may offer a measure of protection. The taping should be sufficient to prevent the stud post penetrating the bone behind the ear should an unintentional blow be received (e.g. from someone or from equipment such as a ball). This taping may be done at home for younger children or prior to the lesson for older students. Staff are not required to remove or tape earrings for students."

Parents must ensure that earrings are taped up on PE days, before children come to school or, if the child is able to tape themselves, that tape is provided for this purpose.

Plain watches may be worn but alarms and other noises should be turned off. No other jewellery is allowed.

4.2 Where to purchase it

Our branded uniform items are available from Mapac at https://www.mapac.com/education/parents/uniform/cartertonprimaryox183ad

Plain sweatshirts, polo shirts and trousers, skirts, pinafores etc can be purchased from any high street retailer or supermarket stocking navy blue sweatshirts, pale blue polo shirts and black or grey trousers, skirts, pinafores etc

We encourage parents to pass on outgrown uniform to the school so that we can offer second hand uniform free of charge.

5. Expectations for our school community

5.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises
- Travelling to and from school
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Pupils are also expected to contact the Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents and carers

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In reasonable condition

Parents/carers are also expected to contact the Headteacher if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

Parents/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints policy

The school will work closely with parents/carers to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Headteacher

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

5.4 Governors

The Local Governing Board will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents/carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed every three years by the Headteacher. At every review, it will be approved by the Local Governing Board.

7. Links to other policies

This policy is linked to the following:

CPS Behaviour and Relationships for Learning Policy

CPS Equality Information and Objectives Statement

CPS Anti-Bullying Policy

RET Complaints Procedure

RET Parent/Carer Code of Conduct