CUBITT TOWN PRIMARY SCHOOL

School Uniform Policy

Every child grows • Every voice matters • Every day counts

This policy applies to pupils, parents and carers, staff and governors

Approved by	Full Governing Body
Date approved	
Next review due by	July 2028

Contents

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

1. Our vision and values

At Cubitt Town Primary School, **together we strive for excellence**. We want every child to feel proud to belong to our school community, ready to learn and able to flourish. Our uniform helps create a sense of belonging and equality – and it must never be a barrier for any child or family. Our promise to every child shapes this policy:

Every child grows	Every voice matters	Every day counts
Our uniform is simple and affordable, so that no child is disadvantaged or singled out because of cost, and every child can take part fully in school life.	We listen to pupils and families. We respect religious and cultural dress and make reasonable adaptations for pupils with SEND or sensory needs.	Uniform should never stop a child coming to school. Families who need help can get second-hand items from our Community House.

Our 6C values guide our approach: we show **care** by keeping costs low and supporting families; **communicate** clearly about what is expected; **collaborate** with parents, carers and pupils on any changes; stay **curious** about individual needs; **challenge** anything that could lead to discrimination; and show **commitment** by wearing our uniform with pride.

2. 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 all parents and carers;
- explain how we will avoid discrimination, in line with our legal duties under the Equality Act 2010;
- make our expectations for school uniform clear.

3. Our 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, sexual orientation, disability, race, religion or belief, pregnancy and maternity, and gender reassignment. To avoid discrimination, our school will:

- avoid listing uniform items based on sex, so that all pupils can wear the uniform they feel most comfortable in;
- make sure our uniform costs the same for all pupils;
- allow all pupils to have long hair, although we may ask that long hair is tied back;
- allow all pupils to style their hair in a way that is appropriate for school and makes them feel comfortable;
- allow pupils to request changes to swimwear for religious reasons, or if they are experiencing discomfort;
- 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;
- consider requests for reasonable adaptations to this policy on the grounds of equality on a case-by-case basis (see section 6 for who to contact).

4. Limiting the cost of school uniform

Our school has a duty to make sure that the uniform we require is affordable, in line with the Department for Education's (DfE) statutory guidance on the cost of school uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that must have a school logo or be in a particular fabric or style) cannot be bought from a wide range of retailers, and that requiring many such items limits parents' and carers' ability to shop around for the best price. We will therefore make sure our uniform:

- is available at a reasonable cost;
- provides the best value for money for parents and carers;
- can be bought as unbranded items from local supermarkets and shops.

We will do this by:

- following the statutory limit on compulsory branded items of uniform and PE kit – a maximum of **three**;
- carefully considering whether any items with distinctive characteristics are necessary, and limiting them where possible;
- limiting any compulsory branded items to low-cost and/or long-lasting items;
- considering cheaper alternatives to branded items, such as iron-on logos, as long as quality and durability are not affected;
- avoiding specific requirements for coats, bags and shoes or trainers that pupils could also wear on non-school days (see section 5);
- avoiding different uniform requirements for different year, class or house groups – except for the colour of PE tops, which can be unbranded;
- avoiding different uniform requirements for extra-curricular activities, including sport, music and drama;
- considering alternative approaches, such as lending branded items like sports kit for competitions;
- making sure that second-hand uniform is easy for current and prospective families to get hold of, and publishing this information on our website;
- avoiding frequent changes to the uniform, and keeping the cost to families of any changes as low as possible;
- consulting parents, carers and pupils on any significant changes, and carefully considering any complaints about uniform in line with our Complaints Policy;
- avoiding single-supplier contracts, so that generic items can be bought from a range of retailers;
- continuing to review this policy to make sure our uniform is reasonably priced and good value for money.

5. Our school uniform

5.1 What to wear

No branded items are compulsory. We ask that pupils wear our school colours:

- **Tops:** navy or white
- **Bottoms:** black, navy or grey

Item	Expectations
Everyday uniform	Navy or white tops, with black, navy or grey bottoms. Optional branded polo shirts and cardigans can be bought from the school.
PE kit	A plain top in the colour of the child's house or the school colours (for example, a red or white top), with navy shorts. Optional branded PE tops can be bought from the school
Swimming kit	A swimming costume or trunks. Pupils may request changes for religious reasons or comfort (see section 3).
Coats, bags and shoes	There is no requirement for these to be in school colours. Optional branded book bags can be bought from the school.
Jewellery	Jewellery should not be worn to school, except for stud earrings and a small watch.
Hair	Long hair should be tied back, especially on PE days.

5.2 Where to buy or get uniform

- **From the school** – optional branded items: polo shirts, cardigans, book bags and PE tops.
- **Local supermarkets and shops** – Asda, Tesco and M&S all stock items in our uniform colours.
- **Our Community House** – stocks second-hand uniform, which can be bought or given to families who need it.

6. Expectations for our school community

6.1 Pupils

Pupils are expected to wear uniform in the correct colours at all times (except on non-uniform days) when:

- on the school premises;
- travelling to and from school;
- at out-of-school events or on trips organised by the school, or when representing the school (if required).

6.2 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 and clearly labelled with the child's name.

Parents and carers are expected to raise any complaints or objections about school uniform promptly and reasonably, in line with our Complaints Policy. Disputes about the cost of uniform will be resolved locally, in line with our Complaints Policy, and the school will work closely with parents and carers to reach a mutually acceptable outcome.

6.3 Requesting a change to the uniform policy

Pupils, parents and carers can ask for an adjustment to the uniform policy in relation to a pupil's protected characteristics, SEND or the cost of uniform. Requests are considered on a case-by-case basis. Please contact:

Contact	Role
Ms Robyn Bruce	Headteacher
Mr Richard Buggins	Deputy Headteacher
Ms Jacqui Jenkins	Early help coordinator
Ms Dawn Coote	SBM
Any Assistant Headteacher	Parents/pupils can also speak to an Assistant Headteacher

6.4 Governors

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

- is appropriate for our school's context;
- is applied 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.

Governors will also make sure that any uniform supplier arrangements give the highest priority to cost and value for money – for example, by avoiding single-supplier contracts and re-tendering any contracts at least every five years.

7. Monitoring arrangements

This policy will be reviewed every two years. At every review, it will be approved by the full Governing Body.

8. Links to other policies

This policy is linked to our:

- Behaviour Regulation Policy
- Equality Information and Objectives
- Anti-bullying Policy
- Complaints Policy
- Inclusion / SEND Policy