



UNIFORM POLICY

for adoption by all CDAT schools

This policy is informed by the Christian values which are the basis for all of CDAT's work and any actions taken under this policy will reflect this.

'Blessed are those who act justly, who always do what is right'

Psalm 106:3

Approved by	Date	Review Schedule	Date of next review
Trust Board	25 March 2025	Annually	March 2026

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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. 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 – shoulder length or longer must be tied back ideally with red bobbles / slides.
- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable. Hair should be naturally coloured.
- 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, as long as they are coloured red, white or black as per our school colours.
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs – this can be discussed and mutually agreed with the SENDCO.
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to contact the headteacher 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.
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties.

- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability.
- 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 years or classes.
- 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.
- Utilising arrangements 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

4.1 Our school's uniform

Item	Optional or required	Branding	How to acquire
Red sweatshirt or cardigan	Required	School logo on right-hand side or non branded.	Branded sweatshirt and cardigan available from school supplier and second hand from school office. Plain red sweatshirt or cardigan can be bought from regular retailers.
White or red polo shirt	Required	School logo on right-hand side or Non branded	Available from school supplier, second hand from school office and available from regular retailers.
Red school fleece / coat	Optional	School logo on right-hand side or Non branded item	Available from school supplier and regular retailers.
Grey, trousers, skirt, shorts or pinafore and socks or tights.	Required	No branding	Available from regular retailers or second hand from the school office.
Sensible, plain black school shoes	Required	No branding	Available from regular retailers.
Plain white PE t-shirt	Required	School logo on right-hand side or non branded	Available from school supplier and regular retailers.
Plain black PE shorts	Required	School logo on right-hand side or non branded	Available from school supplier and regular retailers.
Trainers or black PE pumps	Required	No branding	Available from regular retailers

Red or Black Small drawstring bag	Required	School logo or non branded	Available from school supplier and regular retailers.
School book bag	Optional	School logo	Available from school supplier.

High heels are not permitted; and in the summer when children may wear sandals, these must have a strap to hold the foot in safely. Crocks and flip flops are not permitted.

Children may bring a pair of plain black jogging bottoms or leggings in their PE kit for the colder months. Parents are responsible for ensuring their child brings their PE / Forest School kit to school when needed.

Jewellery

Permitted jewellery that may be worn is:

- A single or pair of stud earrings – no other piercings are permitted.
- A smart and sensible wrist watch.

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. All jewellery must be removed during PE lessons. Children must be able to remove their own earrings for PE.

School bag

Pupils must use an appropriately sized waterproof bag to carry their equipment to school. This should be a small rucksack or bag they can manage to carry themselves. We have limited room in cloakrooms so children who bring bags that are unnecessarily large will be asked to bring a smaller bag.

The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

Pencil Cases are not permitted for school. We provide all the necessary items children will need.

Toys and games should not be brought to school unless by prior agreement with a member of staff.

Hairstyles

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy. Hair should be of a natural colour.

Pupils with shoulder length or longer hair must have it tied up, preferably with black or red clips and / or bobbles.

Makeup

The school rules on makeup are as follows:

- Makeup is not permitted.
- False nails and nail extensions are not permitted.
- Only clear nail varnish may be worn.
- Temporary tattoos are not permitted.

Adverse weather

All pupils are required to wear weather-appropriate clothing e.g. a waterproof coat, scarf, hat and gloves during adverse weather.

For hot temperatures, this includes:

- Not being required to wear school sweatshirt or cardigan.
- Sunhat or cap.
- Sunscreen (All day protection products are best, where re application will be required, staff can supervise this but the child must be able to apply it themselves.)

Labelling

All pupils' clothing and footwear should be clearly labelled with their name.

Any lost clothing is be taken to the lost property shelves by the gym or in cloakroom areas. Lost property is gathered and put on display for children and families at the end of each term, any unclaimed items are then recycled wherever possible and disposed of.

4.2 Where to purchase it

As above and in addition we have a second hand uniform shop that has all ages of uniform that is in c=good condition and has been donated. Just ask at the school office or come along to our clothing shop once a month held in school.

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 adaptation of 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 good condition

Parents/carers are also expected to contact the headteacher if they want to request an adaptation of 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.
- Where necessary, 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 their parents/carers 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 through our Behaviour Policy & alternative items provided from the school second hand uniform shop.

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 Governance Committee will review and adapt this Trust 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. This may include seeking to avoid single supplier contracts or by re-tendering contracts regularly.