

SCHOOL 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
CDAT Finance & Operations committee	October 2026	Annually	October 2027

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Please note that this document includes links to external documents and guidance, which can be accessed by clicking on the underlined references.

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 nine protected characteristics

In line with the Equality Act, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

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.
- 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 or personal reasons.
- 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 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.

If a requirement will affect a group with certain characteristics more than others, the school will:

- Carefully consider whether the requirement is the best way to achieve aims.
- Think about what mitigations could be put in place.
- Ensure that the requirement is justified and a proportionate means of achieving a legitimate aim to be lawful.
- Allow for flexibility to enable necessary exceptions.

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- What flexibilities, adaptions, adjustments or alternatives might mitigate any negative impact on these pupils.
- Adopting a more comfortable or less restrictive uniform.
- Determining a more flexible policy that allows pupils to choose from a range of items so they feel more comfortable.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

The school will ensure that it works with a supplier that acts in accordance with the school's and trust's values and principles on equality and inclusion.

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. The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

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, where they 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. Branded Items

As of September 2026, in line with DfE draft statutory guidance with reference to the Children's Wellbeing and Schools Bill, the school will limit its branded items of uniform and PE kit to three or fewer. The school will confirm with parents and pupils which branded uniforms will be compulsory within the above limit and the specification of other optional branded items. All branded items, whether compulsory or optional, will be kept to a minimum and generic alternatives will be permitted.

Parents will be informed of any requirements for generic alternatives of non-branded uniform, e.g. the colour, shade, fabric or fit, so that these items can be purchased appropriately.

Where pupils are able to choose between different branded items, e.g. being able to choose between wearing a branded skirt or branded trousers, this will only count as one item as the pupil is only required to have one of those items.

Different branded uniforms may be adopted for different key stages; however, the school will consider cost implications for parents in doing so.

When making decisions about compulsory branded items, the school will consider how it can maintain the benefits of a branded item while also keeping costs low. This may involve using sew-on or iron-on labels or limited branded items to longer-lasting items such as ties, rather than items that need to be purchased more frequently or in larger quantities, e.g. shirts.

Where optional branded items are made available, wearing an equivalent unbranded version of that item will also be permitted.

Generic unbranded items worn by pupils will still need to meet the requirements of this policy and should be fit for purpose.

For sporting activities and competitions, pupils will not be required to wear branded items to take part in an activity, unless these items count towards the limit on branded items. The school may give out free additional branded items for sporting competitions and events.

If a pupil is unable to wear a loaned branded item, e.g. for a medical or health reason, the school will allow them to wear a suitable alternative.

5. Expectations for School Uniform

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Regular school uniform				
Green sweatshirt or cardigan with school logo (These are the only items that must have a school logo).	Required	Yes	The school uniform can be purchased online from www.myclothing.com and MCS stores online Please note that our only expectation for clothing with a school logo in school is jumpers or cardigans. These sites do logo other items. MCS also have a store on Market St Ashton Under Lyne, OL6 6ER	Supplier charges NB only jumper or cardigan is required logo item of clothing
Yellow (plain) polo shirt	Required	No	Multiple retailers	Supplier charges NB only jumper or cardigan is required logo item of clothing
Grey/black skirt or pinafore or grey/black trousers.	Required	No	Multiple retailers	Supplier charges NB only jumper or cardigan is required logo item of clothing
Plain low heeled black shoes. Completely black trainers can be worn e.g. 'air force one' type trainers. There must be no obvious branding or logos.	Required	No	Multiple retailers	Supplier charges NB only jumper or cardigan is required logo item of clothing
During the summer green or yellow gingham dresses can be worn. During the summer grey or black shorts can be worn. No sports shorts.	Optional	No	Multiple retailers	Supplier charges NB only jumper or cardigan is required logo item of clothing
PE kit				
For indoor P.E. kit, Black P.E. pumps,	Required	No	Multiple retailers	Supplier charges NB only jumper or

black shorts and yellow (plain) t shirt For outdoor P.E. jogging bottoms, trainers and sweatshirt.				cardigan is required logo item of clothing
Accessories				
White, grey or black socks must be worn. Grey or black tights may be worn in winter.	Required	No	Multiple Retailers	Supplier charges NB only jumper or cardigan is required logo item of clothing

The school's current school uniform supplier is: www.myclothing.com and MCS stores online Please note that our only expectation for clothing with a school logo in school is jumpers or cardigans.

https://myclothing.com/collections/st-pauls-ce-primary-school-11136?srsltid=AYCX9vJNmyO9xQvLYKIu-zH46Xb4_fVXzRcFHcpfFairTLfuVpDmB5Bs

These sites do logo other items. MCS also have a store on Market St Ashton Under Lyne, OL6 6ER

- It is not acceptable for children to come to school with dyed hair or inappropriate styles.
- No nail varnish.
- No jewellery should be worn, except for a small watch (N.B. smart watches are not allowed in school and also earrings are not allowed to be worn in school).
- Should a child have their ears pierced, they may wear plastic studs with rubber backs. For health and safety reasons, they must remove the studs themselves in order to take part in PE lessons.

Used School Uniform

A limited supply of free 'pre-loved uniform is available from the school office. Action Together also operates within Tameside and can be contacted for pre-loved school uniform. Click on the link below for more information.

{{ organization_name }} | Action Together

6. Expectations for Our School Community

6.1 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).

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
- 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.

6.3 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.

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.

6.4 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.

7. Non-Uniform Days

When planning non-uniform days, the school will consider and communicate:

- The expectations on appropriate clothing.
- The ability of pupils from low-income families to fully take part, e.g. where costumes or dressing up are involved.
- That participation should not be dependent on parents or pupils making a financial contribution.