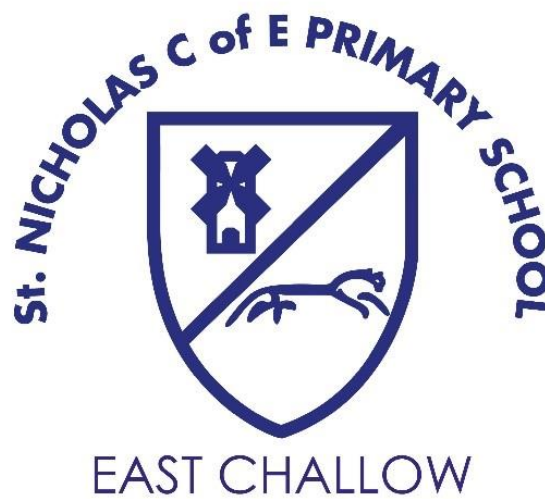


# CAMBRIAN

Nurturing Growth - Inspiring Minds



## School Uniform Policy

2025

This document applies to all academies and operations of Cambrian Learning Trust.

[www.cambrianlearningtrust.org](http://www.cambrianlearningtrust.org)

Document Control			
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# Contents

1. Aims .....	3
2. Our school’s legal duties under the Equality Act 2010.....	3
3. Limiting the cost of school uniform .....	4
4. Expectations for school uniform .....	5
4.1. Our school’s uniform.....	5
4.2. Where to purchase it .....	5
5. Expectations for our school community.....	6
5.1. Pupils.....	6
5.2. Parents .....	6
5.3. Headteacher, Leadership and Staff .....	7
5.4. Local Governing Committees (LGCs).....	7
6. Monitoring arrangements .....	7

In this document:

Parent refers to:

- Any person who has parental responsibility for a child / young person
- Any person who has care of a child / young person (i.e. lives with and looks after the child/young person)

## 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, St Nicholas C of E Primary 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 to get in touch with the headteacher via the school office, 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

St Nicholas C of E Primary School will consider factors such as:

- The socio-economic status of the school community
- Pupil demographics
- The uniform of neighbouring schools or schools in the trust
- The views of the school community

St Nicholas C of E Primary 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, and considering items that do not feature the school logo, but are the same colour
- 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 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

### 4.1. Our school's uniform

- Branded jumpers, cardigans and t-shirts are preferred but are not compulsory
- Navy or black shorts or jogging bottoms are required for PE with a white or dark round neck t-shirt
- Children will require a one-piece swimming costume, or shorts (above the knee) Swimming hats will also be required
- Only one stud earring in each ear is accepted (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010)
- Dark school shoes, that are a secure fit with no heel, are required
- A school bag may be needed for children's equipment
- A suitable coat is required during wet and/or cold months

### 4.2. Where to purchase it

- Parents and carers can obtain the uniform from PMG Schoolwear  
<https://pmgschoolwear.co.uk/>
  - For a small donation our parent teacher association (PTA) will sort items from our second hand uniform store – order form from the school office
  - Our PTA arrange a second-hand uniform sales during the year

## 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

Parents 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 are also expected to contact the headteacher of SENDCo 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 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

St Nicholas C of E Primary School will aim to work closely with parents/carers to arrive at a mutually acceptable outcome.

### 5.3. Headteacher, Leadership and 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 senior leaders/the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy in the first instance will be dealt with by, the class teacher and then the headteacher.

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

### 5.4. Local Governing Committees (LGCs)

The LGC will review this policy and make sure that it:

- Is appropriate for the 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 Governors 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 annually, and approved by the LGC.