CAMBRIAN

Nurturing Growth - Inspiring Minds

LEARNING TRUST



School Uniform Policy

Last reviewed: April 2026

Document Control			
Author	Director of Education	**Approved By**	Quality of Education Committee
Last Reviewed	April 2026	**Next Review**	April 2029
Review Cycle	3 years (annual for LGC's)	**Version**	2026

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

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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.
- 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 or gender.
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with medically supported 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 Mrs Michelle Rooke, 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

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' ability to 'shop around' for a good price.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents
- Is machine washable

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 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 to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes

- Consulting with parents 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 items are not required; however, we do ask that school colours are matched when purchasing items – black or grey skirt, white polo t-shirt and navy blue jumper. Black school shoes are required.
- Black or white socks are also required
- PE kit (black or navy shorts and white or navy t-shirt) and swimming kit; one piece suit for girls and swim shorts above the knee for boys.
- One stud in each ear and a watch are permitted
- Warm/waterproof coat

4.2. Where to purchase it

  - Our parent teacher association (PTA) will arrange for second-hand uniform to be redistributed for a donation
  - New uniform can be purchased from PMG

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)

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 Mrs Rooke 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 wherever possible
- Dealt with in accordance with our school's complaints policy if necessary

St Nicholas C of E Primary School will aim to work closely with parents 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 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 will be dealt with under the school's Behaviour policy.

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 local arrangements and make sure that this policy:

- Is appropriate for the school's context
- Is implemented fairly across the school
- Takes into account the views of parents 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 locally by LGCs annually and approved by Trustees every 3 years.