



School Uniform Policy

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1. Introduction

School uniform, as stated in the Department for Education's statutory guidance: [Cost of School Uniforms](#), should:

'help to build a sense of identity and community among children and with their school. To do this, it must be affordable. Affordability should never be a barrier to the schools for which parents apply or the activities in which children can participate'.

A uniform, can play a key role in promoting the ethos of a school; providing a sense of belonging and identity; and setting an appropriate tone for education.

By creating a common identity among all children, regardless of background, a uniform can act as a social leveller. It can also act to reduce bullying and peer pressure to wear the latest fashions or other expensive clothes.

However, if the uniform is too expensive, it can place an unreasonable burden on families. If a distinction can be made between those who can afford it and those who cannot, this can reduce its benefits. This has the potential to negatively impact attendance, access and participation and has the potential to lead to bullying.

Parents / carers should not have to think about the cost of a school uniform when choosing which school(s) to apply for. No uniform should be so expensive as to leave children or their families feeling unable to apply to, or attend, a school of their preference. Nor should the cost of uniform be a barrier to children participating in sport and other school activities. Therefore, it is important to ensure their uniforms are affordable.

2. Aims

This policy aims to:

- Set out Peterborough Diocese Education Trust's (PDET / the Trust) approach for its schools (school / s) in relation to requiring a uniform that is of reasonable cost and offers the best value for money for all parents and carers
- Explain how the Trust will avoid discrimination in line with its legal duties under the Equality Act 2010
- Clarify the Trust's expectations for school uniform.

3. 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. Schools should be mindful of their duties under the Equality Act and the Trust's Equality Statement.

4. Limiting the Cost of School Uniform

Schools have a duty to make sure that the uniform required is affordable, in line with statutory [guidance](#) from the Department for Education (DfE) on the cost of school uniforms.

The Trust understands that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents / carers' ability to shop around for the best price.

Therefore, each school will make sure their uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers.

They will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of 3 or fewer
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible
- Limiting compulsory branded items to low-cost and / or long-lasting items
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Considering cheaper alternatives to compulsory 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 such as coats, bags and shoes / trainers that children could also wear on non-school days
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective children, and publishing this information on the school's website
- Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents / carers of any changes
- Consulting with parents / carers and children on any proposed significant changes to the school uniform policy
- Continuing to review the school specific part of this policy, to ensure the cost of uniform is reasonable and provides the best value for money.

5. Expectations for School Uniform

Details of an individual school's expectations for school uniform are set out in the *Appendix*.

6. Expectations for the School Community

6.1 Children

Children 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.

Any concerns or complaints parents / carers may have relating to the school uniform should be raised in a timely and reasonable manner in accordance with the school's complaints policy.

6.3 Staff

Staff will closely monitor children to make sure they are in correct uniform. They will give any children and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of the uniform policy will be dealt with by the headteacher.

In cases where it is suspected that financial hardship has resulted in a child not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation and the child will not miss classroom teaching because of a sanction. This is in line with the statutory [guidance](#).

7. Monitoring Arrangements

This policy will be reviewed every three years by the Trust's Central Executive Team.

8. Links to Other Policies

This policy is linked to our:

- Behaviour policy (which includes Anti-bullying policy)
- Equality information and objectives statement
- Complaints policy

APPENDIX - School Specific Details: Expectations for School Uniform

1. Limiting the Cost of School Uniform

The school is committed to a smart, consistent and inclusive uniform which represents our school with pride while remaining affordable and practical for families. Compulsory branded items will be kept to a minimum and within the statutory maximum of three compulsory branded items across the uniform and PE kit. Where a plain, unbranded alternative meets the requirements below, parents and carers may purchase it from a retailer of their choice.

2. Details of Our School Uniform

All children are expected to wear the correct uniform. Uniform should be clean, clearly labelled, in good condition, fit for purpose and worn in a smart and appropriate manner.

Everyday uniform

- Green school sweatshirt, jumper or cardigan. A school-logo version may be worn, but a plain green unbranded alternative is acceptable.
- White shirt, blouse or polo shirt. Plain white tops only; round-neck T-shirts are not part of the everyday school uniform.
- Grey skirt, pinafore dress, trousers or tailored shorts.
- Grey denim, jeans-style trousers or leggings are not acceptable as everyday school uniform.
- Dresses, skirts and pinafores should be an appropriate, modest length, normally around knee length.
- KS2: Gold and Green striped school tie, worn smartly and appropriately.
- Socks or tights in white, grey, green or black must be worn with footwear. Striped, patterned or brightly coloured socks/tights are not part of the school uniform.

Summer uniform

Children may wear a summer dress that is knee length and green and white gingham or striped. The dress should be full pattern rather than a plain top with a gingham or striped skirt.

Footwear

- Children should wear formal black school shoes; or plain, dark-coloured sports trainers that are suitable for everyday school wear.
- On PE days, suitable sports trainers are permitted.
- Footwear should be safe and practical for school and should not have heels or follow extremes of fashion.
- Bare feet in sandals or shoes are not permitted.
- No knee high boots.

PE, Games and Athletics

Children should come to school in their PE kit on their allocated PE days.

- Green PE hoodie.
- Green PE T-shirt or polo shirt.
- Plain black shorts or skirt for warmer weather.
- Plain black joggers or leggings for colder weather.
- All PE clothing should be non-branded, with no large or prominent logos.
- Suitable trainers.

- Where children are selected to represent the school in a sports team or competition, any additional kit provided or requested will be kept to a minimum and a suitable alternative will be allowed where a child cannot wear a loaned item.

Jewellery

- No jewellery should be worn at school other than a wristwatch and one pair of small stud earrings.
- Earrings must be removed for PE lessons, sports clubs and swimming lessons.
- If parents or carers choose to have a child's ears pierced, this should be arranged during the final school week in July so that earrings can be removed safely for the start of the new school year.

Hair and appearance

Hair styles and accessories should be safe, practical and appropriate for school and should not follow extremes of fashion.

- No shaved patterns in hair.
- No Mohican styles.
- No large or distracting hair accessories.
- No nail polish.
- No artificially dyed or brightly coloured hair.
- No themed hair bands.

Additional items

- Every child should bring a refillable water bottle each day.
- A suitable school bag or rucksack is required. The school will not require a particular branded bag except where a specific item is necessary for the youngest children.
- Children in Reception and Year 1 may be required or recommended to use the appropriate school book bag where this is necessary for the safe and practical transport of reading materials; details will be communicated to families.
- A sun hat or woollen hat may be worn when appropriate to the weather.
- Coats should be practical and suitable for the weather. The school does not require a particular brand or colour.

3. Where to Purchase or Acquire It

Parents and carers may purchase generic, unbranded uniform items from a retailer of their choice. This is intended to allow families to shop around and obtain the best value for money. Any optional embroidered or school-logo items, and the KS2 school tie, will be available through the school's nominated supplier or school office, with ordering details published on the school website and communicated to families.

Good-quality second-hand uniform will be made available to current and prospective families in a timely and discreet manner wherever possible. Information about how to access second-hand items, including any uniform sales, swap opportunities or requests for assistance, will be published on the school website and communicated to families before the start of the school year.

Where financial hardship may affect a child's ability to meet the uniform expectations, parents and carers are encouraged to contact the school confidentially. The school will take a supportive and considerate approach and will work with families to find a practical solution. No child will miss classroom teaching because of a uniform-related sanction.