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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. 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, 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 (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 parents/carers to contact the Executive Headteacher, James Singletery jsingletery@theforestfederation.cambs.sch.uk, 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
- › 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 The Newton school uniform

4.1 Newton's school uniform

› Our uniform expectations are:

NEWTON PRIMARY SCHOOL 2024/25 UNIFORM	
Regular School Uniform	P.E. Uniform
<ul style="list-style-type: none">• White polo shirt - with or without school logo• Black or dark grey trousers, shorts, skirts, pinafore dresses• Navy blue sweatshirt or cardigan – with or without school logo• Light blue checked summer dress/skirt/shorts• Plain black shoes – trainer style are acceptable	<ul style="list-style-type: none">• Plain white crew neck tee shirt – with or without school logo• Black or navy shorts• Black or navy jogging bottoms - for colder weather• Black or navy crew neck sweatshirt (not hoodie) - for colder weather• Plain black trainers

› Expectations for jewellery and hairstyles

- With accessories, one pair of stud earrings only are permitted and plain watches may be worn.
- Headbands should be plain in the school colours. Long hair must be tied back.
- Accessories that reflect religious beliefs or medical issues may be worn, but please discuss this with the class teacher.

› Expectations for shoes, bags and coats

- Hoodies should not be worn in the place of a traditional winter coat or inside during non-PE days.
- All children should bring a weather-appropriate coat to school every day.
- Shoes must be black or dark grey and suitable for both indoor and outdoor use.

4.2 Where to purchase Newton uniform

- School uniform with our logo is supplied by 'MyClothing' and can be ordered from their website: MyClothing.com
- You can purchase school uniform (which doesn't feature the school logo) from other suppliers, for example supermarkets or other clothes shops.
- We regularly sell or donate 'vintage' second-hand uniform. Information regarding this will go out in the newsletter or on Class Dojo.

Donations of school uniform items are always welcome and can be dropped off at the office.

5. Expectations for Stukeley Meadows school uniform

5.1 Stukeley Meadows school uniform

- Our uniform expectations are:

STUKELEY MEADOWS PRIMARY SCHOOL 2024 UNIFORM	
Regular School Uniform	P.E. Uniform
<ul style="list-style-type: none"> • White or red polo shirt - with or without school logo • Black or dark grey trousers, shorts (not cycling type), skirts, pinafore dresses. • Stukeley red sweatshirt or cardigan – with or without school logo • Red/white checked summer dress • Smart, fully black shoes – trainer styles are acceptable 	<ul style="list-style-type: none"> • Plain white or red crew neck tee shirt – with or without school logo • Black or dark grey shorts • Black or dark grey jogging bottoms - for colder weather • Black, red or grey crew neck sweatshirt or hoodie - for colder weather • Plain trainers – these can now be any colour <p style="text-align: center;">All kit needs to be as plain as possible – nothing football team etc. related</p>

➤ Expectations for jewellery and hairstyles

- With accessories, one pair of stud earrings only are permitted and plain watches may be worn.
- Headbands should be plain in the school colours of red, white, black or grey. Long hair must be tied back.
- Accessories that reflect religious beliefs or medical issues may be worn, but please discuss this with the class teacher.

➤ Expectations for shoes, bags and coats

- Hoodies should not be worn in the place of a traditional winter coat or inside during non-PE days.
- All children should bring a weather-appropriate coat to school every day.
- Shoes must be smart, black or dark grey and suitable for both indoor and outdoor use.

5.2 Where to purchase Stukeley Meadows uniform

- School uniform with our logo is supplied by 'Price & Buckland' and can be ordered from their website: www.pbuniform-online.co.uk/stukeley
- You can purchase school uniform (which doesn't feature the school logo) from other suppliers, for example supermarkets or other clothes shops.
- We regularly have 'vintage' second-hand uniform sales run by the school office. Information regarding these will go out in the newsletter or on Class Dojo.

Donations of school uniform items are always welcome and can be dropped off at the office.

6. Expectations for our school communities

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)

Families are also expected to contact **the Executive Headteacher, James Singleterry** if they want to request an amendment to the uniform policy in relation to any protected characteristics.

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 Executive Headteacher, James Singleterry** if they want to request an amendment to 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 and 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 and follow the steps below if they are not:

- 1) Alert a Phase Leader or Head of School to incorrect uniform (e.g. white trainers on, football kit for P.E.)
- 2) Leader will investigate reasons but ultimately ask the office to ring home and give the opportunity for correct uniform to be brought in for the child.
- 3) If this is not forthcoming, child will be given clean, fresh (spare) uniform to wear – this will include footwear.
- 4) The child will change out of this spare uniform before they go home.

Ongoing breaches of our uniform policy will be dealt with by the Executive Head.

In cases where it is suspected that protected characteristics and/or 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 governing board will review this policy and make sure that it:

- › Is appropriate for our schools' contexts
- › Is implemented fairly across the schools
- › 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, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

7. Monitoring arrangements

This policy will be reviewed annually.

8. Links to other policies

This policy is linked to our:

- › Behaviour policy
- › Equality information and objectives statement
- › Anti-bullying policy
- › Complaints policy