



# Uniform Policy

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## Contents

1. Aims	3
2. Our Federation’s legal duties under the Equality Act 2010	3
3. Limiting the cost of school uniform	3
4. Expectations for school uniform	4
5. Expectations for our school communities	5
6. Monitoring arrangements	6
7. Links to other policies	6

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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. The Federation’s legal duties under the Equality Act 2010

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

To avoid discrimination, the Federation 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Federation, who can answer questions about the policy and respond to any requests

### 3. Limiting the cost of school uniform

The Federation has a duty to make sure that the uniform we require is affordable, in line with statutory guidance from the Department for Education on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have 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 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 or long-lasting items
- 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 leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling 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 schools' uniforms**

Each school has its own uniform which can be ordered online from our suppliers (for items with school logo) or purchased from a variety of retailers including supermarkets.

**Essential items – please note that these items do not have to have the school logo provided the items worn are the colours listed below:**

##### Nursery

The priority for Nursery children is for them to be comfortable so that they can access all learning opportunities which are often based in play. Clothing should fit appropriately and have minimal or no fasteners to enable children to change clothing easily. Darker coloured tops are a preference over white as they are easier to keep clean. We therefore recommend the following items:

- Navy blue or dark blue plain t-shirt or polo shirt – Fawcett

- Dark green plain t-shirt or polo shirt – Trumpington Meadows
- Dark (e.g. black, grey, navy) tracksuit bottoms or leggings
- Shoes with Velcro or no fastenings (no shoelaces please)

#### Reception

- Navy blue or dark blue polo shirt – Fawcett. May also wear a white polo shirt, shirt or blouse, however we recommend darker colours for our youngest children as they are easier to keep clean
- Dark green polo shirt – Trumpington Meadows. May also wear a white polo shirt, shirt or blouse, however we recommend darker colours for our youngest children as they are easier to keep clean
- Navy blue sweatshirt, jumper or cardigan – Fawcett
- Bottle green sweatshirt, jumper or cardigan – Trumpington Meadows
- Grey or black trousers, skirt, pinafore, shorts
- Grey, white or black socks or tights
- Black school shoes
- Coat
- PE kit – white t-shirt, navy or black shorts or cycling shorts, navy or black tracksuit bottoms or leggings, navy or black hoodie or sweatshirt for colder weather, black or white plimsolls or trainers

#### Years 1 - 6

- Navy blue sweatshirt, jumper or cardigan – Fawcett
- Bottle green sweatshirt, jumper or cardigan – Trumpington Meadows
- White polo shirt, shirt or blouse
- Grey or black trousers, skirt, pinafore, shorts
- Grey, white or black socks or tights
- Black school shoes
- Coat
- PE kit – white t-shirt, navy or black shorts or cycling shorts, navy or black tracksuit bottoms or leggings, navy or black hoodie or sweatshirt for colder weather, black or white plimsolls or trainers

#### Optional items – all year groups

- Jumper or cardigan with school logo
- PE t-shirt with school logo
- Wellies
- Navy (Fawcett) or bottle green (Trumpington Meadows) coat, cagoule or fleece

- Navy (Fawcett) or bottle green (Trumpington Meadows) gingham summer dress

### Year 6 only

Purple v-necked jumper with Year 6 logo

### Jewellery

No jewellery should be worn. Stud earrings are allowed but children must be able to remove them themselves for PE.

### Hairstyles

Pupils are expected to have moderate hairstyles, avoiding extremes that are not the norm within our communities. Hair should be of a natural colour or highlighting that is seen as the norm within our communities.

### Bags

Bags can be any style or colour but the Federation recommends a backpack for comfort. Bags should be hard wearing and practical.

### Coats

Coats can be any style or colour but the Federation recommends that they should be waterproof and seasonally appropriate.

## **4.2 Where to purchase it**

Items with the school logo are available from our supplier – details on how to order are on the Federation website

Trumpington Meadows -

<https://www.trumpingtonfederation.co.uk/page/?title=Uniform&pid=1250>

Fawcett - <https://www.trumpingtonfederation.co.uk/page/?title=Uniform&pid=1249>

From time to time the PTA arrange a second hand uniform sale which parents and carers will be notified of.

Some items are available from school for qualifying families, or those experiencing hardship.

## **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 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 are also expected to contact the Federation 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 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

The Federation will work closely with parents to arrive at a mutually acceptable outcome.

## 5.3 Staff

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

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

## 5.4 Governors

The governing board will review this policy and make sure that it:

- Is appropriate for our schools' contexts
- Is implemented fairly across the Federation
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The board will also make sure that the Federation'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 every three years or as required. At every review, it will be approved by the Full Governing Body.

## **7. Links to other policies**

This policy is linked to our:

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