



Pendle Education Trust



Policy/Procedure/Guideline Review

Policy/Procedure/Guideline:	Uniform
Senior Manager Responsible:	Principal
Approval:	July 2025
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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 their parents/carers to get in touch with the principal or deputy principal, 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
- Limiting any items with distinctive characteristics where possible.
- Limiting items with distinctive characteristics to low-cost and/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 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

Our school believes that the appearance of the members of their community is important. Children come to school not merely for academic purposes but also to absorb an ethos and culture which is reflected in the general behaviour and high expectations. We believe that a school uniform can improve learning by reducing distraction, sharpening focus on schoolwork and making the classroom a more serious environment, allowing children to perform better academically.

School uniform means that pupils don't have to worry about peer pressure when it comes to their clothes. There is no competition about being dressed in the latest trend, which would put a great deal of financial pressure on pupils and parents.

Our policy is based on the notion that a school uniform:

- Promotes a sense of pride and belonging in and to the school;
- Engenders a feeling of community and belonging;
- Is practical and smart - by having a smart appearance within school, it is one factor among many which assists in instilling an awareness of, and appreciation for high standards generally;
- Identifies the children with the school;
- Is not distracting in class (as fashion clothes might be);



- Makes children feel equal to their peers in terms of appearance eradicating social and economic differences between children;
- Is regarded as suitable, and good value for money, by most parents;
- Has been designed with health and safety in mind. Pupils can be easily identified as belonging to Casterton Primary Academy when on school trips or out in the community. Certain items of clothing pose health and safety risks, most particularly in practical lessons such as PE, Technology and Science but also generally around the school.

Our uniform consists of:

- Red jumper/cardigan with logo (preferred): from school supplier
- Royal Blue Polo Shirt: from supplier/supermarket
- Grey/ Black trousers, skirt or pinafore: from any supplier/supermarket
- Black flat shoes not trainers: from any supplier/supermarket
- PE bag: from school supplier
- PE T-Shirt: from school supplier/supermarket – the colour your child has been allocated can be found on their school report. If you are unsure, please contact the school office.
- Black PE shorts or joggers: from any supplier/supermarket
- Black PE pumps: from any supplier/supermarket
- Optional blue headscarf for girls in Years 4, 5 and 6 only: from school supplier

We also run a school uniform recycling scheme. Parents/carers can donate pre-loved uniform at the school office. If you are in need of items of uniform, please speak to the school office staff.

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 principal or deputy principal if they want to request an adaptation of the uniform policy in relation to their protected characteristics.

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/carers are also expected to contact the principal or deputy principal 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/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
- 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.

5.3 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 the principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the principal or deputy principal.

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 local academy council will review this policy and make sure that it:

- Is appropriate for our 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 local academy council 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. At every review, it will be approved by the local academy council.

7. Links to other policies

This policy is linked to our:

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

