School uniform policy

Chetwynd Junior School

Approved by:	Chris Atkins	**Date:**	September 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 our admin team or Wellbeing Mentor, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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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. We do have branded items such as jumpers, cardigans and T-shirts but these are not essential. Pupils can wear non-branded items. We do ask that non-branded items are in our school colours.
- 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
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- We have arrangements in place for parents / carers to acquire second-hand uniform items through our Friends of Chetwynd group.
- We will support families that we know r facing significant hardship.
- 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

- We do not require branded items however jumpers, cardigans and T-Shirts can be purchased with our logo on. We only require that jumpers and cardigans are navy and T-Shirts are yellow.
- Trousers, skirts, shorts and summer dresses do not have to have a logo.
- PE and swimming kits do not have to have a logo. We do expect a plain white top and then a navy or black jumper, jogging bottoms, full length leggings or shorts. We do not accept football tops, crop tops or short cycling shorts. Swimming costumes are allowed but we do not allow bikinis.
- Our expectations for jewellery are that only stud earrings or religious jewellery should be worn. This helps to avoid loss of significant items and also helps to minimilise health and safety concerns if accidents happen. We do not any specific rules on hairstyles, however for PE and swimming, long hair should be tied up for health and safety reasons.
- Our expectations for shoes, bags and coats are that they are sensible and fit for the purpose of a school day where child can feel comfortable and protected when outside. We do not mind what bags children have.
- We do require the children to have access to a pair of wellies during the wet weather so that they can access the school field during lunch. School do have some spare wellies that have been donated.

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4.2 Where to purchase it

Major high street supermarkets, Match Fit Kit, The Schoolwear Centre, myclothing.com

Pre-loved uniform is available to all of our families. It is much better for the environment and you can be green by doing so!
There is a large amount of sizes and items available. This is often available during Open Afternoons and on request. Families can contact Friends of Chetwynd via the friendsofchetwynd@gmail.com to enquire about the uniform.

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 Headteacher if they want to request an amendment to 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 Headteacher 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
- 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

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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 headteacher if the situation doesn't improve.

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 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 board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

6. Monitoring arrangements

This policy will be reviewed every two years by Chair of Governors. At every review, it will be approved by the full governing board

7. Links to other policies

This policy is linked to our:

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

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