UNIVERSITY OF CAMBRIDGE PRIMARY SCHOOL

Uniform Policy

Approved by

Education Committee

Last reviewed

January 2025

Next Review:

March 2026

RELEASING THE IMAGINATION: CELEBRATING THE ART OF THE POSSIBLE

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 sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all children 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 children
- Allow all children to have long hair (though we request that hair is tied back and away from the face because it distracts children from learning)
- Allow all children to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow children to request changes to swimwear for religious reasons
- Allow children to wear headscarves and other religious or cultural symbols; although scarves must be in navy blue or white
- Allow for adaptations to our policy on the grounds of equality by asking children or their parents to get in touch with Ali Machin who can answer questions about the policy and respond to any requests

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 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:

- Limiting branded item to the school jumper only
- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting items with distinctive characteristics to low-cost or long-lasting items,
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler

- Making sure that arrangements are in place for parents to acquire second-hand uniform items (3 times a year)
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and children 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

- The school jumper is a required and compulsory item of our uniform. We ensure best value for money by regularly searching the market to identify best provider.
- The white polo shirt is branded but is not compulsory. Plain white polo shirts are acceptable.
- Generic grey trousers and skirts can be purchased at any major supermarket or department store.
- Children should wear their own swimming kit
- Children should wear black or blue shorts and white T-shirt
- Children should not wear jewellery unless for religious or cultural reasons.
- Earrings are acceptable but only studs can be worn (no hooped or dangling earrings).
- Children should wear black shoes with a good gripping sole; trainers are not allowed.
- Other branded items (not compulsory but many parents like these):
    - Coat
    - Bag
    - Water Bottle
    - Caps

4.2 Where to purchase it

- All non branded items can be bought at 'high-street' retailers
- Branded items can be purchased at Brigade https://www.brigade.uk.com/parents/
- Second-hand uniform can be purchased at community events or on request by emailing enquiries@universityprimaryschool.org.uk FOCUS, our Parental body take an active role in supporting the sale on second hand uniform.

5. Expectations for our school community

5.1 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)
- There are no gender specific dress requirements (e.g. any child can choose to wear a skirt or trousers as long as they are grey and fulfil the expectations within this policy)

Children are also expected to contact the office at enquiries@universityprimaryschool.org.uk if they want to request an amendment to the uniform policy in relation to their protected characteristics. Those requests will be directed to the Executive Leadership team.

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 office at enquiries@universityprimaryschool.org.uk 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. This is done by following the complaints' policy.

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 to arrive at a mutually acceptable outcome. All enquiries will be directed to the Executive Leadership team (ELT).

5.3 Members of the Team

Members of the team 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 ELT if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by:

- Explaining the expectations to the child
- Reminding parents/carers what the policy expects
- Any continuation of incorrect uniform: parents/carers will be issued with a letter
- Further continuation of incorrect uniform will result in formal meetings with the Associate Headteacher to set out expectations.
- Older children who can make more choices about how they dress in school will be managed using the school behaviour policy.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, members of the team 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 and children
- Offers a uniform that is appropriate, practical and safe for all children

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.

6. Monitoring arrangements

This policy will be reviewed every three years. At every review, it will be approved by the Education Committee.

7. Links to other policies

This policy is linked to our:

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

Appendix A

Uniform	
Grey Trousers/Skirt/ Shorts *Suggested places for purchasing* TESCO, Marks and Spencer, John Lewis and other supermarkets.	
Plain grey pinafore *Suggested places for purchasing TESCO, Marks and Spencer, John Lewis and other supermarkets*	

Optional for **summer term only**- dark blue gingham dress (not light) *Suggested places for purchasing; Marks and Spencer and ASDA*.	
Grey or black socks, Navy Tights (plain) and White Socks (**summer term only**)	
Branded navy blue jumper/cardigan *(Compulsory)*	
Branded white polo shirt, or **plain** white polo *(not T-shirt style please)*	

Branded School Rucksack *(Not compulsory though desirable, these can only be bought through WisePay)*	
Branded school water bottle *(Not compulsory though desirable, these can only be bought through WisePay)*	
Black shoes (plain), not boots, **no UGG boots,** (or boots of this style). Sandals (*summer*) must be closed toe and have a heel support.	
PE KIT Plain white t-shirt. *Suggested places for purchasing; TESCO, Marks and Spencer, John Lewis and other supermarkets.*	

Blue or black PE shorts. *Suggested places for purchasing TESCO, Marks and Spencer, John Lewis and other supermarkets.*	
Blue or black PE tracksuit bottoms. *Suggested places for purchasing TESCO, Marks and Spencer, John Lewis and other supermarkets.*	
Blue or black PE Sweatshirt. *Suggested places for purchasing TESCO, Marks and Spencer, John Lewis and other supermarkets*	
Black plimsolls/ or trainers. *Suggested places for purchasing; Clarks, TESCO, Marks and Spencer, John Lewis and other supermarkets.*	
Plain black or white socks.	