

# CAMBRIAN

Nurturing Growth - Inspiring Minds



## School Uniform Policy

2025



This document applies to all academies and operations of Cambrian Learning Trust.

[www.cambrianlearningtrust.org](http://www.cambrianlearningtrust.org)

Document Control			
Author	Head of Inclusion	Approved By	Trust Board
Last Reviewed	25/02/2025	Next Review	25/02/2026
Review Cycle	Annually	Version	2025

## Contents

1. Aims .....	3
2. Our school's legal duties under the Equality Act 2010.....	3
3. Limiting the cost of school uniform .....	4
4. Expectations for school uniform .....	5
4.1. Our school's uniform.....	5
4.2. Where to purchase it .....	6
5. Expectations for our school community .....	6
5.1. Pupils.....	6
5.2. Parents .....	7
5.3. Headteacher, Leadership and Staff .....	7
5.4. Local Governing Committees (LGCs).....	8
6. Monitoring arrangements .....	8

In this document:

Parent refers to:

- Any person who has parental responsibility for a child / young person
- Any person who has care of a child / young person (i.e. lives with and looks after the child/young person)

## 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, Charlton Primary 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 to get in touch with the Head of School, 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

Charlton Primary 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, such as ties
- 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

#### Reception – Year 6

- Waterproof coat
- Blue sweatshirt or cardigan with the school logo
- White polo shirt with Charlton Primary School logo or plain white collared shirt
- Grey or black school trousers/skirt/pinafore dress.
- Grey/black shorts are suitable for the summer term
- A blue gingham dress is also available as an option
- Black, grey or white socks
- Black shoes with flat heel- For Summer, black sandals with a secured strap around the back of the foot.
- Children in Year 6 will be to wear a **Charlton Year 6 hoodie**, as an alternative to the blue v-neck sweatshirt. Children will be able to wear this item as part of their school uniform for the duration of their time in Year 6.

#### PE Uniform (not required in Reception)

- White round neck t-shirt with or without school logo
- Black/navy PE shorts or black/navy track-suit bottoms/black or navy sports leggings
- Plain black sweatshirt or black PE specific jumper with school logo
- Appropriate sports trainers – *must be well fitting for safety. Fashion trainers, for example, Converse, are not appropriate for sports and should not be worn.*

#### Swimming

For swimming all students will require a swimming costume, a towel and a swimming hat. Long shorts and bikinis/tankinis are not allowed – the options are either trunks or a one-piece swimsuit. Goggles can be worn.

#### Jewellery

A watch and one small plain stud in each ear lobe only – no other studs are allowed. Belts  
One simple black belt only.

#### Hair

Longer hair, past shoulder length, needs to be tied back using small, discreet clips, ties or hair bands. This keeps hair neat and tidy whilst children are working. A further reason for this is to prevent the spread of head lice. Extremely short razor lines cut into the hair, non-natural colours, fully or partially shaved hair, or excessive hair gel are unacceptable.

Colourful hair braids are not appropriate during term time and are best enjoyed during the school holidays.

## **Make Up**

No make-up, transfer tattoos or nail varnish should be worn to school (this supports the aims of our policy)

## **4.2. Where to purchase it**

Charlton uniform with the school logo can be purchased from the PMG Schoolwear, Faringdon.

Uniform can either be purchased from them online at [PMG Schoolwear - Schools - Charlton Primary School - Wantage](#) or can be purchased directly from the shop in Faringdon.

PMG Schoolwear,  
8 Regal Way,  
Faringdon,  
Oxon,  
SN7 7BX

01895 809 321

[customerservices@pmgschoolwear.co.uk](mailto:customerservices@pmgschoolwear.co.uk)

Uniform without our school logo can be purchased from any retailer that parents/carers prefer.

Please speak to a member of the Senior Leadership Team for more information as to how we can support with 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 Head of School if they want to request an adaptation of the uniform policy in relation to their protected characteristics.

## 5.2. Parents

Parents 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 Head of School 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 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

Charlton Primary School will aim to work closely with parents/carers to arrive at a mutually acceptable outcome.

## 5.3. Headteacher, Leadership and 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 senior leaders/the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by following the school behaviour policy.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff and leaders will take a mindful and considerate approach to resolving the situation.

## 5.4. Local Governing Committees (LGCs)

The LGC will review this policy and make sure that it:

- Is appropriate for the 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 Governors 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, and approved by the LGC.