



UNIFORM POLICY

for adoption by all CDAT schools

This policy is informed by the Christian values which are the basis for all of CDAT's work and any actions taken under this policy will reflect this.

'Blessed are those who act justly, who always do what is right'

Psalm 106:3

Approved by	Date	Review Schedule	Date of next review
Trust Board	25 March 2025	Annually	March 2026

Contents

1. Aims.....	3
2. 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 Community.....	6

Please note that this document includes links to external documents and guidance, which can be accessed by clicking on the underlined references.

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. 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 contact the headteacher 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, such as ties.
- 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 years or classes.
- 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.
- Utilising arrangements, where they 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

Item	Required / Optional	Branding	How to Acquire
Regular School Uniform			
Burgundy jumper or cardigan	Required	School logo (preferred)	School online supplier
	Required	No branding	Regular retailers
White Polo Shirt	Required	School logo (preferred)	School online supplier
	Required	No branding	Regular retailers
White Shirt	Required	No branding	Regular retailers
School Tie	Required (when wearing white shirt)	School colours	School online supplier / school office
Red and white check summer dress	Optional	No branding	Regular retailers
Grey trouser, shorts, pinafore or knee length skirt	Required	No branding	Regular retailers
Plain black, grey or white socks; or plain black or grey tights	Required	No branding	Regular retailers
Sensible, plain black shoes (not trainers or boots)	Required	No branding	Regular retailers
Burgundy reversible fleece	Optional	School logo	School online supplier

Item	Required / Optional	Branding	How to Acquire
PE Uniform			
Plain white t-shirt	Required	School logo (preferred)	School online supplier
	Required	No branding	Regular retailers
Trainers or black pumps	Required	No branding	Regular retailers
Black shorts	Required	No branding	Regular retailers
Burgundy / dark jogging bottoms	Required	No branding	School online supplier
			Regular retailers
Accessories			
Book bag	Optional	School logo	School online supplier
Backpack / rucksack	Optional	School logo	School online supplier
Hi-vis jacket	Optional	School logo	School online supplier
Gym bag	Optional	School logo	School online supplier

It is preferred that children have the following branded items with the school logo/colours:

- School jumper/cardigan
- Tie
- PE T-Shirt

Our policy does, however, recognise that non-branded items in the appropriate colour may be worn instead.

4.2 Where to purchase it

The school's current school uniform supplier for branded items is:

Fourjays Office Limited
 Blackwood Hill,
 Beat Lane, Rushton Spencer, Macclesfield SK11 0RU
 Tel: 01260 226010 / 07974 680077
 Email: John@fourjaysoffice.co.uk

All non-branded items can be bought from shops, supermarkets and/or online retailers.

The PTA organise regular second-hand uniform sales.

The school will support disadvantaged families in meeting the costs of uniforms. The budget for the school uniform assistance scheme will be derived from Pupil Premium funds. Parents of pupils in receipt of the Pupil Premium Grant can have a school jumper or cardigan and P.E. T-shirt purchased through school. This entitlement renews every year.

For parents to claim school uniform assistance, their children should be eligible for Free School Meals (FSM). Eligibility will be determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil.

Parents will be invited to donate their child's uniform when they no longer need it.

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 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 headteacher 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.
- Where necessary, 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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with through our 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 Local Governance Committee will review and adapt this Trust 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. This may include seeking to avoid single supplier contracts or by re-tendering contracts regularly.