

CAMBRIAN

Nurturing Growth - Inspiring Minds



School Uniform Policy

2025

Longcot and Fernham Primary School

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

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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, Longcot and Fernham 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 Mrs Robins by phoning the school or via email, 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

Longcot and Fernham 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
- 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

Autmn and Winter	Spring and Summer
<p>Blue polo shirt</p> <p>Burgundy schoolwear sweatshirt/cardigan</p> <p>White/black socks (not sport socks)</p> <p>Black skirt*/pinafore* dress*/trousers</p> <p>Sturdy black flat shoes</p> <p>Suitable coat based on weather conditions</p> <p>A day bag that can be fastened/zippered and hung on a coat peg and/or bookbag.</p> <p>*All skirts/shorts should be knee length</p>	<p>Blue polo shirt</p> <p>Pale blue and white checked or striped summer dresses</p> <p>Smart black shorts*/trousers White/black socks</p> <p>Sturdy black flat shoes or sandals</p> <p>Suitable coat based on weather conditions</p> <p>A day bag that can be fastened/zippered and hung on a coat peg and/or bookbag.</p>

Jewellery

- Silver or gold single studs in the lobe only
- Make up and nail varnish are not permitted at school
- Simple watch on the wrist that does not include apps, camera, games or sound recording functions.

PE/Games

- Plain navy/black shorts
- White/blue T-shirt
- Trainers
- Navy/black tracksuit bottoms
- Navy/black plain sweatshirt jumper

Swimming

- One piece swimming costumes or swimming trunks

- Swimming hats
- Goggles may be worn (with completed permission slip)

Summer weather

- Sunhat
- Sun cream
- Sunglasses (optional)

Long hair

If hair reaches beyond shoulder length, for health and safety requirements it is advised it should be tied back. For P.E lessons, hair beyond shoulder length must be tied back for health and safety reasons. Hair gel and hair dye are not permitted.

****Branded items for our school cardigans, jumpers, polo shirts and T-shirts are available. However, it is not compulsory for branded items to be worn.***

4.2. Where to purchase it

We have some items of second-hand uniform available. Please ask the School Office for more information and assistance with this if needed.

For branded items of our uniform please visit:

<https://www.mapac.com/education/parents/uniform/longcotfernhamceprimarysn7>

Nonbranded items are commonly available at most superstores and other highstreet street shops that stock schoolwear, such as Mataln or Next.

5. Expectations for our school community

5.1. Pupils

Parents 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 Mrs Robins, the Headteacher, 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 Mrs Robins, 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 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

Longcot and Fernham 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 Mrs Robins, the Headteacher.

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.