Uniform Policy

Setting: Castle Newnham School

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A. RATIONALE

At Castle Newnham, we believe that uniform plays a key part in promoting and maintaining a sense of pride and identity in our school community. By adhering to the policy, our pupils demonstrate that they wish to be a part of the school community and that they uphold the ethos and values of the school. Our uniform also acts as a social leveller and is designed to remove the influence of peer pressure in our pupils' day to day dress, therefore preventing any potential for bullying or discrimination. We also believe, for older pupils in particular, that wearing uniform and taking care with their appearance is important in preparing them for their adult lives, in which they may be required to dress appropriately for their role or to adhere to a specific dress code. Our uniform is designed to be smart and functional to ensure that pupils can participate in all lessons safely and productively. It is expected that pupils adhere to the uniform policy at all times, unless otherwise agreed with the headteachers.

B. AIM

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
- This policy utilises statutory cost of school uniform guidance and non-statutory developing school uniform policy guidance

C. PRINCIPLES

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 (but avoids extremes of style and colour eg: unnatural)
- 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 and as a result of the advice of professionals involved in their care
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to contact the SENDCO, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis and with appropriate evidence for a reasonable adaptation.

Affordability

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.

From September 2026, schools must limit the number of compulsory branded items of school uniform and PE kit they require pupils to have. This is a legal requirement under the Education Act 1996, as amended by the Children's Wellbeing and Schools Act 2026.

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) can be difficult to buy and we want to support our families to be able to make uniform purchases as easily as possible.

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 and limiting these where possible
- Keeping the number of optional branded items to a minimum, so that school uniform can act as a social leveller
- Avoiding unnecessary different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for families to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy
- Limiting the number of compulsory branded items of uniform and PE kit to 3 or fewer
- Limiting the number of compulsory branded items of uniform and PE kit to 4 or fewer, if one is a tie, for our secondary pupils

D. PROCESSES

The specifics of primary school uniform will be published on the school website. Any changes to primary school uniform will be made clear to parents at least 1 school term prior to implementation, and more where possible.

Where to Purchase Uniform

Branded Castle Newnham School uniform is available from FR Monkhouse (formerly Total Clothing). Details, lists of uniform items and ordering information is available on the school website.
Second-hand uniform items are available from the secondary office.

Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises
- Traveling to and from school
- At out-of-school events or on trips that are organised by the school (unless otherwise informed), or where they are representing the school (if required)

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 expected to contact the relevant Pastoral Support team or school office if they require second-hand uniform for their child.

Parents are expected to lodge any complaints or objections relating to the school uniform as per the school 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.

Staff

Staff will closely monitor pupils to make sure they are wearing the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to resolve any difficulties, but will follow up with actions advised through the school behaviour policy.

Pastoral leads will provide a second layer of support before any matters are escalated the senior leadership team if the situation is not resolved.

Ongoing breaches of our uniform policy will be dealt with in accordance with the school's behaviour policy.

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

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 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.

F. MONITORING, ASSESSMENT & EVALUATION

This policy will be reviewed annually. At every review, it will be approved by the Local Governing Board.

This policy is linked to our:

- Behaviour policy
- Equality, Diversity & Inclusion policy
- Anti-bullying policy
- Complaints policy