



# Castle Newnham School

TRADITIONAL VALUES, BRIGHT FUTURES, ONE JOURNEY

## Uniform Policy

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| Governors' Committee:             | Culture & Ethos Board |
| Adopted by the Governing Body on: | 22 June 2023          |
| Signed: (Chair of Committee)      |                       |
| Signed: (Federation Principal)    |                       |
| Proposed date of review:          | June 2024             |

## Contents

|  |   |
|--|---|
| 1. Aims .....  | 3 |
| 2. Our school's 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 .....                 | 5 |
| 6. Monitoring arrangements .....                               | 6 |
| 7. Links to other policies .....                               | 6 |

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## 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, 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 to get in touch with Assistant Principals -Pastoral, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

## 3. 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.

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 the school's 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

## **4. Expectations for school uniform**

### **4.1 Our school's primary uniform**

- Plain white polo shirt (with/without school logo)
- Plain royal blue sweatshirt or cardigan (with/without school logo)
- Plain grey or black trousers, shorts, skirts, pinafore dresses

*Reception only – Appropriate and comfortable lower half clothing (black/ grey) for physical learning i.e. jogging bottoms/leggings.*

- Plain black, grey or white thick tights or socks
- Comfortable, practical completely black trainers or shoes/boots (with black laces)
- Blue and white checked summer dresses can be worn between Easter and October half term
- Outer layers of clothing, including a Castle Newnham fleece and reversible jacket are also available for purchase.

#### Expectations for jewellery and make-up

- The only jewellery that pupils are permitted to wear are one small pair of stud earrings, a watch or any religious/ medical adornment.
- No nail varnish or make-up are to be worn.
- No false nails; nails to be kept short and groomed.

#### Expectations for PE kit (Years 1-6)

*Reception pupils do not require PE kit*

- Plain royal blue PE polo or t- shirt (with/without school logo)
- Plain black/ navy tracksuit bottoms, shorts or appropriate sports leggings.
- Plain black/ navy coloured sweatshirt or fleece with/without school logo for colder weather. Hoodies are not permitted.
- Suitable trainers for physical activity (that are different to school shoes for hygiene reasons)
- Plain black/ navy base layers are encouraged in the winter periods and a Castle Newnham Rugby top is available too.

For year groups that go swimming, a one-piece swimming costume/ trunks and a towel are required.

For PE lessons, co-curricular clubs and fixtures, long hair must be tied back and stud earrings removed. New piercings will need to be covered with tape or plasters brought from home.

## **4.2 Our school's secondary uniform**

#### Compulsory items:

- A white button up shirt or blouse
- Grey school-type trousers/shorts or a grey pleated skirt
- Black shoes (for further guidance see below)

#### Optional items:

- School tie
- A grey V-necked jumper with blue collar stripe
- School branded blazer
- Black, grey or white thick tights

#### Expectations for PE kit:

- School blue PE polo shirt with/without logo
- Black shorts or tracksuit bottoms

- Black/navy tracksuit bottoms, shorts, skorts or appropriate sports leggings. Cycling shorts are permitted but must be mid-thigh in length and of a decent material. Fashion leggings will require shorts over the top. CNS leggings are available for purchase.
- Black/navy sweatshirt/quarter zip fleece with no obvious branding. CNS rugby top, CNS sweatshirt and CNS quarter zip are also available for purchase. Hoodies will not be permitted
- Suitable trainers for physical activity (that are different to school shoes for hygiene reasons)
- Base layers are encouraged in the winter periods

#### Expectations for Dance kit:

- Pupils are expected to dance in barefoot
- For Key Stage 3, pupils wear the above PE kit
- For Key Stage 4, pupils wear the above PE kit but with the exception of wearing the CNS performing arts polo shirt or a plain black polo shirt

#### Expectations for jewellery and hairstyles:

- Hair must be tied back and jewellery removed for all PE and Dance lessons and co-curricular activities. New piercings will need to be covered with tape or plasters.
- The only jewellery that pupils are permitted to wear are one small pair of stud earrings, a watch or any religious/ medical adornment.
- In KS3 no make-up is to be worn. In KS4, minimal make-up can be worn.

### **4.3 Where to purchase it**

Branded Castle Newnham School uniform is available from Total Clothing. Details and ordering information is available on the school website.

Second- hand uniform is available at second-hand uniform sales, which occur numerous times a year and is available the rest of the year by contacting the Pupil & Family Support team or the relevant office.

## **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 (unless otherwise informed), or where they are representing the school (if required)

Pupils are also expected to contact their Phase Lead/ Head of Year if they want to request an amendment to 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 are expected to contact the relevant Pupil & Family Support team or school office if they require second-hand uniform for their child.

Parents are also expected to contact the relevant Assistant Principal- Pastoral 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.

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.

## 5.3 Staff

Staff will closely monitor pupils to make sure they are in the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Phase Lead/ Head of Year, before it is escalated to the Assistant Principals - Pastoral, if the situation doesn't improve.

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 this uniform policy, staff 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 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, 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 by Assistant Principals - Pastoral. At every review, it will be approved by the Culture and Ethos Governing Board.

## **7. Links to other policies**

This policy is linked to our:

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