

Uniform Policy



Mepal & Witcham Primary School
a part of Ely Diocese Multi Academy Trust

Approved by the Governing Body: Yes
Signed: Mr C Snuggs
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1. Aims

This policy aims to achieve the following:

- 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 so that it promotes the inclusive nature and our CARE ethos of our school;
- Explain how our expectations support the sense of community, identity and belonging.

At Mepal and Witcham C of E Primary School, we see school uniform as an essential part of school life. It is a symbol of belonging and something that unites all children to embrace our philosophy of CARE. We set the highest of standards and want our children to feel they can achieve their full potential; feeling proud of one's self and their community can have a significant impact on improving mental health.

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 sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school adheres to the following:

- 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 pupils to request reasonable changes to swimwear for religious reasons.
- Allow pupils to wear headscarves and other religious or cultural symbols.
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch via the school office or Headteacher to assist with any specific requests.

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 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) cannot be purchased from a wide range of retailers and that requiring many such items limits parents' ability to 'shop around' for a low price. We will make sure our uniform is available at a reasonable cost

We will do this by achieving the following:

- Limiting items with distinctive characteristics to long-lasting items.
- Considering cheaper alternatives to school-branded items from the local high street or supermarkets.
- Keeping the number of optional branded items to a minimum.

- Avoiding different uniform requirements for extra-curricular activities (where pupils are invited to participate in musical or sporting extracurricular activities and competitions, team uniform/kit will be provided on loan to reduce the need for any additional purchases).
- Ensuring standard uniform items are in line with the children's next stage of education expectations (college).
- Making sure that arrangements are in place for parents to acquire preloved and nearly new uniform items.
- Avoiding frequent changes to uniform specifications.
- Consulting with stakeholders on any proposed significant changes to the uniform policy.

4. Expectations for school uniform

Mepal & Witcham's uniform, which all pupils are requested to wear, is smart (tucked in shirts when not at playtime), comfortable and practical. Please see examples in Appendix 11.

Day-to-day uniform (not P.E days):

- A navy jumper or cardigan (preferably with our school logo).
- Dark trousers (Dark Grey, Navy or Black), skirt or pinafore dress (knee-length please); no leggings.
- A white polo shirt or white shirt (preferably with the school logo).
- Plain black shoes, no boots (trainers, converse, pumps, flipflops are strictly not allowed).

Optional Summer wear:

- Blue and white-checked gingham dress
- Dark grey, navy or black school shorts

PE Kit

- A white polo shirt or white t-shirt (preferably with the school logo).
- Black / Navy shorts.
- Black / Navy jogging bottoms or leggings for outdoor PE (no branded sportswear).
- Black / Navy jumper, hoody or zip up jacket for outdoor PE (no branded sportswear).
- Trainers suitable for outdoor PE (these must not be the same as the shoes worn during the day).

Accessories

- Book bag (preferably with the school logo).
- Suitably sized backpack and P.E bag
- Coat, hat, gloves and scarves for outdoors when needed.

Pupils are required to come to school in their P.E. kit on the day they are doing P.E. Underlayers are permitted on extremely cold days and must not be visible.

5. PPE in PE

The use of personal protective equipment (PPE) beyond the standard PE kit is highly recommended for some specific sports. For primary school PE, examples may include (but not limited to) the following:

- shin pads for football (please note only trainers are permitted for PE, with plastic studded boots being reserved for extra curricular clubs – please check with external providers for their expectations of kit and equipment);
- mouth guards for hockey. They may also be worn for tag rugby but this is delivered as a non contact sport;
- Cycle helmets for activities such as Bikeability.

Whilst wearing such PPE will not guarantee protection from injury, it is encouraged in order to mitigate the severity of injury.

Within curriculum lessons, staff will not exclude children from taking part where families are unable to or do not wish to provide such equipment for their children. Due to the nature of some equipment and for hygiene reasons, the school is unable to provide spares. Instead, staff will modify how the activity is carried out in order to enable safe participation without the required item.

6. Additional items

We recognise there are additional items and products that children like to wear but this is not a requirement for our uniform.

To help clarify our position on wearing additional items and products, we have detailed what is and is not permitted below:

- Jewellery: only a single pair of close-fitting earrings (e.g. stud earrings) are permitted. The pupil must be able to remove them for Physical Education (PE) and Games. These are worn at pupils' own risk. No necklaces, bracelets or any other piercings are permitted.
- Make-up: this is not permitted and should not be worn. Children will be asked to wash it off.
- Nail polish: this is not permitted and should not be worn.
- Temporary tattoos: this is not permitted and should not be worn. The exception is for religious markings such as Henna.
- Watches: these are allowed; however, smart watches are not permitted.
- Hair: patterns or cut-in designs are not permitted. Pupils with long hair are required to have their hair removed away from their face at all times. This is for safety reasons to ensure hair does not impede the child's vision. A hair band (navy or black in colour) is required at all times so that it can be tied back if requested. Hair must be natural in colour (exceptions are allowed for themed days where temporary spray colouring may be used).
- Mobile phones: these are not permitted to be used in school. Only pupils who are allowed to walk home are permitted to bring their mobile phone into school for safety reasons (specific circumstances may apply but it is up to the Headteacher to authorise this on a case-by-case



basis). These must be handed into the school office each day. We cannot take any responsibility for children's personal devices.

Pupils are also encouraged to use a school bag or small rucksack to transport their drinks bottles, reading books etc. to and from school each day.

7. Where to purchase uniform

Items of school uniform may be ordered direct from Mepal & Witcham's uniform provider, [School Trends](#). Please note that parents are neither obliged to buy from School Trends, nor to purchase items badged with the school's logo, and that they may, if they wish, source similar items elsewhere from the local high street or supermarket.

We are now also able to offer an embroidery service direct from school. Items can be purchased from supermarkets, Next, M & S etc. and dropped off at the school office, where we will then arrange for the items to be embroidered with the school logo. The cost of this service will be £2 per item/embroidery and must be paid in cash to the school office. Depending on the number of items being embroidered, please allow up-to-a-week for your items to be returned.

7.1. Preloved uniform

In a bid to keep costs low and promote sustainability, the school office will be collecting a small stock of preloved uniform as well to help keep costs down for parents. Likewise, we welcome any donations of nearly new/preloved uniform which can be used by other children throughout the year.

8. Expectations for our school community

8.1. Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while on the school premises and at out-of-school events/ trips that are organised by the school, or where they are representing the school (if required).

8.2. Parents and carers

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item (including Preschool children's chosen attire) adheres to the following:

- Clean;
- Clearly labelled with the child's name;

Parents are also expected to contact the school office or Headteacher if they want to request an amendment to the uniform policy with a suggestion/ solution in relation to their child's protected characteristics and/or 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.

8.3 Staff

Staff will closely monitor pupils to make sure they are in the correct uniform. Where this is not the case, staff will communicate with the children and families to identify any support school can offer in obtaining and wearing the requested uniform. 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.

Staff pride themselves on our school's inclusivity and feel our philosophy of CARE applies both ways: we care for the children and we want the children to care.

Where staff identify deliberate, ongoing breaches of our uniform policy, they will address these with pupils in line with the school's behaviour policy.

8.4 Governors

The governing board will review this policy and make sure that achieves the following:

- It is appropriate for our school's context.
- It is implemented fairly across the school.
- It takes into account the views of parents and pupils.
- It offers a uniform that is appropriate, practical and safe for all pupils.

9. Links to other policies

This policy is linked to following:

- Behaviour policy;
- Equality information and objectives statement;
- Complaints policy



10. Appendix: Example items of uniform



A navy jumper or cardigan (preferably with our school logo).



DarkGrey/ navy / black trousers, skirt or pinafore dress (knee-length please); no leggings.



A white polo shirt or white shirt (preferably with the school logo).



Plain black shoes, no boots (trainers, converse, pumps, flipflops are strictly not allowed).



Blue and white-checked gingham dress



Dark grey or black school shorts

10.1. P.E



Black / Navy jogging bottoms or leggings for outdoor PE (no branded sportswear).



Black / Navy jumper, hoody or zip up jacket for outdoor PE (no branded sportswear).



White T-shirt, shorts and P.E bag

10.2 Accessories



Book bag (preferably with the school logo).