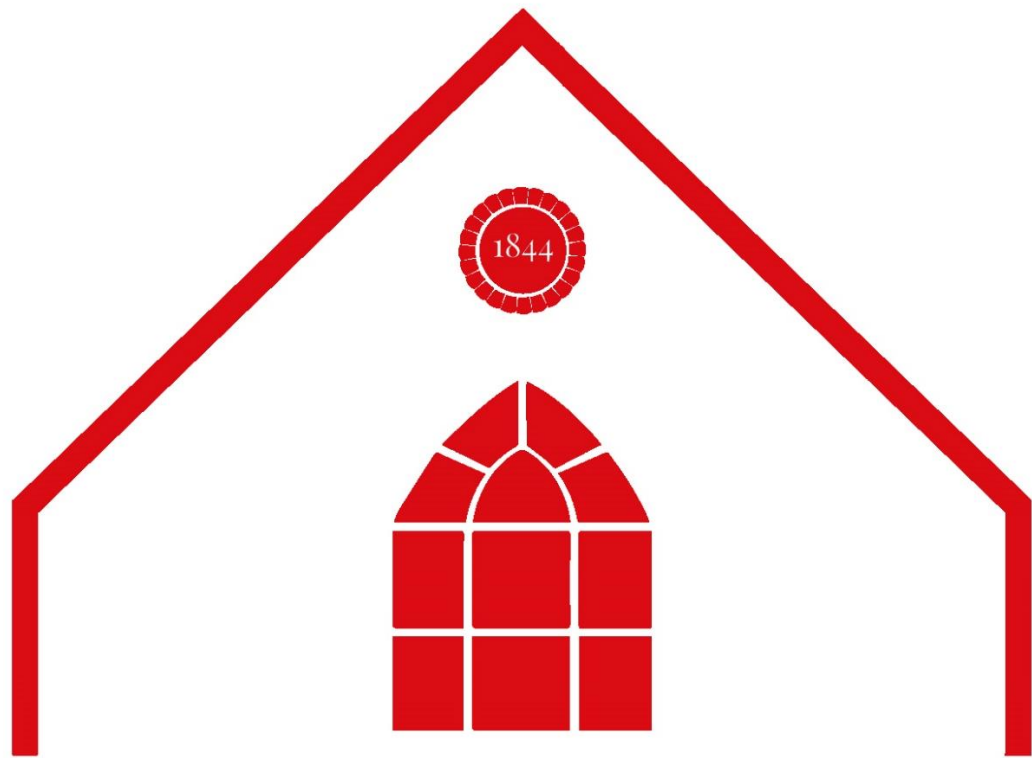




THE RACKHAM
C OF E PRIMARY SCHOOL

Uniform Policy

Policy Number: SCH 030

Date: September 2026

The Rackham C of E Primary School and Pre-School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

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

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
 - Make sure that our uniform costs the same for all pupils
 - Allow all pupils to have long hair, although we reserve the right to ask that long hair 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
 - 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 the Headteacher or Chair of Governors, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 need to have a school logo attached or be in a unique fabric or style) cannot be

purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

Compulsory branded items

In line with statutory guidance from the Department for Education, we limit the number of compulsory branded items of uniform and PE kit to **3 or fewer**.

What we mean by 'compulsory': Compulsory means any item a pupil is required to have or wear:

- For general school use
- To travel to or from school
- To take part in any lesson, club or activity facilitated by the school

What we mean by 'branded': 'Branded' items include:

- Items with our school's logo
- Items with distinctive characteristics that make them unique to our school (e.g. a specific style, colour combination or trim that cannot be purchased from a range of retailers)

Any item that parents or carers cannot purchase from a range of retailers is likely to count as a branded item.

Our compulsory branded items: At The Rackham C of E Primary School, we have **zero compulsory branded items**. All items with the school logo are optional.

Optional branded items: Parents and carers may choose to purchase the following optional branded items:

- Red sweatshirt/jumper/cardigan with school logo (available from Sigma Embroidery)
- Year 6 'Class of' sweatshirt (available from Sigma Embroidery)
- PE T-shirt with school logo (available from Sigma Embroidery)

Generic alternatives without the school logo are acceptable for all uniform items and can be purchased from major supermarkets and other retailers.

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 for example, purchase of items featuring the school logo is optional
- 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 groups 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
- Making sure that arrangements are in place for parents 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

Expectations for school uniform

Our school's uniform - Uniform details

Second hand uniform is available via FWR for a monetary donation to fit individual budgets. FWR is our parent association who support the school through their charity status.

All uniform items listed below are generic items (not branded) unless specifically stated as optional branded items.

Winter uniform (required items):

- **Top:** Red sweatshirt/jumper/cardigan OR red sweatshirt/cardigan with school logo (optional branded item, available from Sigma Embroidery). Hoodies are not appropriate.
- **Shirt:** Plain white or red polo shirt or shirt/blouse (must be plain with no large logos or patterns)
- **Bottoms:** Grey or black trousers or skirt or pinafore dress (plain, any style appropriate for school)
- **Footwear:** Black shoes or trainers with black logos (any style of black school shoe is acceptable)
- **Hosiery:** White, grey, black or red socks or tights (not leggings as outerwear - see PE kit for when leggings are appropriate)
- **Year 6 only:** Pupils may choose to wear a 'Class of' sweatshirt (optional branded item, available from Sigma Embroidery) instead of the standard red sweatshirt/jumper/cardigan.

Summer uniform (required items):

- As above, with the following additions:
- **Dresses:** Red and white checked dresses (any style, available from a range of retailers)
- **Shorts:** Grey or black shorts (plain, any style appropriate for school)

- **T-shirts:** Red or white cotton t-shirt (must be plain with no large logos or patterns)
- **Footwear:** Sandals or shoes or black trainers with same colour logos plus socks (not flip flops, crocs or sliders)

PE kit (required items):

- **Top:** Plain red or white T-shirt OR red or white T-shirt with school logo (optional branded item)
- **Bottoms:** Plain black shorts (must be at least mid-thigh length) - any child not wearing appropriate shorts will be asked to wear spare PE shorts and will be expected to wash and return school kit in a timely manner afterwards
- **Bottoms (cold weather):** Plain black jogging bottoms/leggings (any style) NB Leggings for PE lessons only not for day to day school.
- **Outer layer:** Plain red or black sweatshirt/jumper (any style)
- **Footwear:** Black or white trainers with same coloured logos or appropriate sports shoes

Note: If your child is doing outdoor PE, we ask that they bring a spare pair of trainers or their school shoes into school to change into after their PE session if their footwear is muddy.

Swimming lessons in the summer term:

- One piece swimming costume or fitted swimming trunks. No bikini or knee-length baggy swimming shorts.
- Earrings must be removed before school on swimming day
- Towel that is named.
- No goggles in line with Cambridgeshire swimming policy
- Swimming hats for those with hair longer than chin length or a fringe that impedes vision when wet.

Items not included in the uniform requirements:

- The following items are not specified as part of our uniform requirements, and pupils may wear any appropriate items:
- Coats and jackets
- School bags and rucksacks
- Hair accessories

Where to purchase uniform items

Branded items (optional): Items with the school logo can be purchased from:

- **Sigma Embroidery**, Sedgeway Business Park, Witchford
- Website: <https://www.sigmaembroidery.co.uk/>
- Available for purchase online or in person

Generic items (required): All required uniform items without the school logo can be purchased from:

- Major supermarkets (e.g. Tesco, Asda, Sainsbury's, Morrisons)
- High street retailers (e.g. Marks & Spencer, Next, H&M)
- Online retailers
- Any other clothing retailer

Second-hand uniform: The FWR runs a scheme for donation and purchase of second-hand uniform. The stall is run every month before and after school. Parents and carers can make a monetary donation to fit their budget. Both branded and non-branded items are available.

Expectations for our school community:

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 amendment to the uniform policy in relation to their protected characteristics.

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 also expected to contact Headteacher 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.

Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families 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 by Senior Leadership Team.

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.

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.

Monitoring arrangements

This policy will be reviewed annually or as necessary, by the Headteacher, in line with DfE recommendations. At every review, it will be approved by the full governing board.

Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy

Inappropriate Fashion

Health and Safety regulations about wearing jewellery in school state: 'earrings, ear studs and other jewellery (metal or plastic) must not be worn during sporting activities, P.E., swimming, design technology or food technology lessons'.

For safety reasons, all jewellery, including earrings, must be removed before PE, swimming, sport and other physical activity where wearing jewellery could present a risk.

Newly pierced ears should not be covered with tape as an alternative to removing earrings.

Parents and carers are therefore strongly advised to arrange ear piercing at the beginning of the summer holiday so that the initial healing period can be completed before the child returns to school.

Where earrings cannot be safely removed, including during the initial healing period or because of an evidenced medical need, parents/carers must inform the school. The school will consider the individual circumstances and undertake an appropriate risk assessment. If the earrings cannot be removed and cannot be worn safely for the planned activity, the pupil will not take part in that element of physical activity and will be provided with an appropriate alternative activity.

Pupils will not be permitted to participate in an activity wearing jewellery where the school considers that doing so would present an unacceptable risk to the pupil or others.

Pupils with pierced ears may wear one pair of simple studs. Nose studs or any other body studs are not permitted.

- Please avoid jeans/leggings/tracksuit bottoms or similar for schooldays and multi-coloured shorts during the summer.
- Footwear with high or elevated heels; flip flops; crocs or sliders are not appropriate for school wear.
- Footwear black shoes or black trainers with black logos are acceptable for everyday school wear.
- Any child wearing clothing with an offensive or anti-social logo will be asked to change or cover up the item.
- No make-up, tattoos or nail varnish to be worn in school.
- No jewellery except one pair of plain stud earrings.
- No hoodies.
- Smart watches are not to be worn by pupils in school time.

A simple watch may be worn during lesson times but must be removed for sporting activities, swimming, design technology and food technology. **Smart watches are not to be worn by pupils in school time.**

This policy will be reviewed and agreed in line with Government guidelines by the Governing Body.

Approved and signed by:

Headteacher



Signed:

Date: September 2026

Chair of Governing body

Signed: 

Date: September 2026