CAGE GREEN PRIMARY SCHOOL

UNIFORM POLICY

Cage Green Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Staff Responsible:	Head Teacher
Date of Review:	March 2025
Date of Next Review:	March 2027

SUMMARY OF CHANGES

Date	Change
March 2025	Policy re-written to align with Trust policy

Contents

Uniform Policy 3
Our school's legal duties under the Equality Act 2010 3
We have a required school uniform for several reasons: 3
Limiting the cost of school uniform 4
Non-compliance with the Uniform Policy 4
Uniform Details 5
Outdoor clothing 6
Footwear 6
Hairstyles 7
Fingernail Polish or Make-Up 7
Jewellery/Accessories 7
Naming Clothing and Property 7
Lost Property 7
Expectations for our school community 7
Monitoring arrangements 9
Links to other policies 9

Uniform Policy

Our uniform policy reflects our values and reinforces our school's culture of high expectations and academic achievement. All pupils must dress according to the uniform policy. Our school uniform is important to us. It is one way in which we identify ourselves as a school community and it promotes a strong, cohesive identity which supports high standards and expectations in all areas of school life. It promotes harmony between different groups represented in the school and it enhances security.

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 sex, race, religion or belief 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 (although for health and safety reasons, we ask that this be tied back)
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear
- 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 with the school who can answer questions about the policy and respond to any requests

We have a required school uniform for several reasons:

- Uniforms unite the school. Pupils make a commitment that when they put on their Cage Green uniform they will abide by the rules of the community, therefore promoting the ethos of our school.
- Uniforms reduce distractions. We are focused on achieving success. When pupils are allowed to wear their own clothing, there is the potential to talk about fashion and style rather than learning.
- Uniforms make us all equal. Whether families have high incomes or low incomes, the pupils come to school looking the same. No one has to feel bad about the clothes

they have or do not have. Our uniform provides our pupils with a sense of belonging and identity.

- Uniforms look professional. Pupils look neat and ready to learn, setting an appropriate tone for education.

Smartness and high standards of appearance are expected at all times.

We ask parents and carers to support all decisions by school staff regarding whether or not clothing is appropriate or inappropriate for school.

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 those with a logo or of a unique design or colour may not always 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
- 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 as far as possible. There are no items of uniform with a compulsory logo, but parents are asked to pay particular attention to the colour of sweatshirts/cardigans if not buying the logoed items. Several other items of clothing are available with a logo on them which are optional and by no means expected.
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- 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 leveler.
- Avoiding different uniform requirements for different year/class/house groups, other than less expensive items such as PE shirts. We will also ensure that siblings are all placed in the same house so that uniform items can be passed down.
- Avoiding different uniform requirements for extra-curricular activities.
- Making sure that arrangements are in place for parents to acquire second-hand uniform items through regular on-site sales arranged by our parents' association
- 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

Non-compliance with the Uniform Policy

Parents and carers of pupils that do not wear the correct uniform will be contacted and asked to bring the correct uniform into school. If this is not possible then pupils will be provided with the correct item of uniform they are missing for the day. Persistent and defiant non-compliance with the policy will result in an appropriate sanction.

There may be good reasons why a child is not wearing school uniform. In this case, parents and carers must the reasons with the school. The school will always be considerate and discrete in trying to establish why a pupil is not wearing the correct uniform. Pupils will not be made to feel uncomfortable, nor discriminated against, because their parents are unable to provide them with the required items of school uniform. In line with our culture of honest conversation with parents and carers, we encourage discussion with the school at the earliest opportunity if there are any difficulties.

There will be occasions when the school decides that school uniform is not appropriate e.g. when taking part in an activity day or wearing different clothes as a part of a fund-raising event. Parents and carers will be notified in advance of what is the revised dress code on these days.

Expectations for School Uniform

Uniform Details

Item	**Logo**
Grey knee length skirt, grey pinafore dress, grey trousers or grey knee length shorts.	No
Burgundy sweatshirt or burgundy sweatshirt cardigan	Optional
White polo shirt or white shirt or blouse.	No
White, grey or black knee length or white, grey or black ankle socks.	No
Grey or black tights	No
Black hard-soled shoes	No
Hair accessories should be small and either burgundy, black or white.	No
Summer Term only- Blue checked dress (optional)	No

PE Kit	**Logo**
Black or blue shorts	No
T- shirt of house colour	No
Black plimsolls	No
Black jogging bottoms for cold weather. Black sweatshirt (no logo necessary) or school sweatshirt for cold weather	No
Trainers for outdoor PE	No

**Parents will be informed of their child's house colours on joining the school*

Cage Green sweatshirts can be purchased from Paul Marchant at Paul Marchant's School Clothing, email: paulmarchant76@btinternet.com or phone 01892 834372 or mobile 07710517237).

High quality, second hand uniform is available from the Cage Green PTFA. Regular sales are held for second-hand uniform and this option is offered to in-year admissions. Contact details or the PTFA are available from the office.

School trousers, shorts, skirts, pinafore dresses and plain polo shirts can be bought from high street stores or any school shop.

Outdoor clothing

Children should bring a coat to school each day, apart from during hotter weather. Hats, scarves and boots should not to be worn inside the school buildings. Hats should be worn outside only during the hotter summer months.

Footwear

Pupils must wear closed-toed, hard-soled, **all black** plain shoes with a flat sole. Footwear with flashing lights is not appropriate for school. Boots are not allowed. Open-toed sandals should not be worn, even in the Summer Term. In the case of extreme weather children can wear boots to school but must change into a pair of shoes on arrival to school.

Acceptable Shoes		Unacceptable Shoes	

Hairstyles
Pupils' hair should be neatly groomed and tidy at all times. Long hair should be tied back neatly. Pupils may not wear designs or words cut into their hair or permanent or temporary coloured hair. Hair must be of a natural colour.

Fingernail Polish or Make-Up
Pupils are not allowed to wear fingernail polish or false nails. Make-up is not allowed.

Jewellery/Accessories
Pupils may wear a watch (with no sound effects, cameras or games). Smart watches are not permitted.

Pupils may wear one pair of small, stud earrings which must be worn in the lower ear lobe. All studs must be removed for PE by the child or taken out at home. When a child has just had their ears pierced and is within the healing phase where earrings cannot be removed, the earrings must be taped for PE lessons. Parents should tape the earrings before school or send the child to school with tape. Staff will not remove tape from a child's ears.

There are two exceptional circumstances for faith jewellery, these are:

Hindu Rakhi, (a cotton bracelet) this cannot be removed and this should be taped to the arm during PE for safety precautions.

Sikhism Kara (metal bracelet 1 of the 5 Ks) should be pushed up the arm and taped for safety precautions.

These bracelets will be covered with a sweatband or secured by tape.

Please note that the school will be unable to take any responsibility for any watches or jewellery that are lost or misplaced.

Naming Clothing and Property

All clothing and property must be clearly marked so that lost articles may be easily traced and returned. The school cannot accept responsibility for loss or damage of pupils' property and valuables.

Lost Property

All mislaid items are placed in lost property. All unclaimed lost property is put out for parents at the end of term and unclaimed property is either donated to the PTFA shop for resale or disposed of.

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

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 the Head Teacher, 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 and support will be provided where necessary, but will follow up with the senior staff if the situation does not improve.

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 will be role models for pupils in their attire and presentation.

Governors

The governing board will review this policy and make sure that it:

- Is appropriate for our school's context
- 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 ensuring that alternative suppliers are checked regularly.

Monitoring arrangements

This policy will be reviewed every year by the Head Teacher in addition to regularly monitoring the cost of uniform through various providers. At every review, it will be approved by the full governing body.

Links to other policies

This policy is linked to our:

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