



Curwen Primary School

Together Everyone Achieves More

Uniform Policy

Spring 2023

Next review date Spring 2026

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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 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 we reserve the right to ask for this to 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 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 with Ms Mahabeer who can answer questions about the policy and respond to any 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 or a unique fabric / colour / design) 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
- Provides the best value for money for parents / carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- 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
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling 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

4. Expectations for school uniform

4.1 Our school's uniform

Please see our 'School Uniform' document for visuals and pricing:

- We ask all parents to purchase a blue Curwen PE T-shirt
- All other 'Curwen' branded uniform is optional. Polo shirts, sweatshirts, cardigans, fleeces, jackets and hats can be purchased with the Curwen logo if required
- Children may wear any plain white polo T-shirt or shirt, any plain navy sweatshirt, cardigan or fleece. Trousers, dresses, skirts or tailored shorts should be dark blue or navy
- For PE we ask children wear a Curwen PE T-shirt with plain black jogging bottoms, leggings or shorts with plimsolls or comfortable trainers. For swimming children should wear a swimming costume or trunks with a swimming cap and goggles. Adaptations for religious or cultural reasons can be made
- Only stud earrings and a watch should be worn. Hairbands or bobbles should be blue, black or white and not too large
- Children can wear a hijab in plain white, black or navy. These should **not** have a pin
- Shoes or trainers should be comfortable. No open-toed sandals or heelys are allowed
- Coats can be any colour
- A Curwen book bag is available from the main office, or any A4-sized backpack
- In warmer weather, shorts or a blue summer dress may be worn

Please ensure your child's name is added to all clothing.

4.2 Where to purchase it

- Curwen branded uniform can be purchased via 'School Money' and collected from the main office
- Nearly-new uniform is sold at our school fairs and parents' evenings. This is also available on request from school staff
- Any donations of good-quality used uniform is gratefully received at the main office

5. Expectations for our school community

5.1 Pupils

Pupils are expected to wear the correct uniform or school PE kit at all times (other than specified non-school uniform days or on their birthday) 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 Ms Mahabeer 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 also expected to contact Ms Mahabeer 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 correct 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.

5.4 Local Advisory Board (LAB)

The LAB 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 LAB 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 every three years. At every review, it will be approved by Local Advisory Board.

7. Links to other policies

This policy is linked to our:

- Behaviour Policy
- Anti-Bullying Policy
- TTLT Single Equality Plan
- TTLT Concerns and Complaints Policy