Policy Reference P17
Uniform Policy

Every school within Cumbria Futures Federation aims to provide a safe and hardworking environment where every child can be successful, whatever their abilities.

Our Values

- Courage and Compassion
- Inclusion and Equality
- Respect and Courtesy
- Optimism and Perseverance
- Forgiveness and Tolerance
- Ambition and Achievement

Version No	Author/Owner	Date Written	Note of amendments made
2022-01	JR	October 2022	New policy
2022-02	JR/AY	November 2022	Addition of appendix clarifying detailed expectations of uniform including school shoes
2024-01	JR	May 2024	Inclusion of introduction to explain why our uniform policy is written the way it is.
2025-01	JR	September 2025	Update to specifics.
2026 - 01	AY / ST	April 2026	Update in response to stakeholder feedback and DFE uniform guidance.

Introduction from the Governing Board

School uniforms are something that 98% of schools in the UK have. The benefits of having a uniform, and expectations about presentation, are widely recognised for several reasons which are made clear to parents and students when they start at the school. Within the school's Promoting Positive Behaviour Policy it is explicit that parents have the responsibility to support the school's agreed and published policies and students have the responsibility to wear the appropriate uniform and follow the school's dress code.

The Governing Board strongly believes that wearing a uniform is a positive thing. It creates an identity for a school, teaches students to dress smartly and take pride in their appearance; in addition, it reduces the pressure on students (and parents) to conform to fashion trends and other outside influences, enabling students to focus on their studies. When everyone is dressed the same, worrying about what you look like isn't so important. Research shows that a school uniform makes for a more serious school atmosphere, which improves behaviour and academic performance. We want our students to feel proud of their school and reflect this in the community. It is effectively their place of work, and wearing a uniform is excellent preparation for the world after school, where they may well have to do the same. It also makes life easier for students and parents in that there are no decisions to be made about what to wear, and peer pressure is irrelevant. Some parts of our uniform code relate specifically to health and safety concerns; for PE and technology subjects, no jewellery can be worn, acrylic / biab (or equivalent) nails are equally inappropriate for school, and for practical subjects in particular and as a result, these are also not allowed in school.

Our policy aims to be fair, equitable and clear.

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 students 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 students
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable, while ensuring that the colour of hair is natural and suitable for school
- Allow students to request changes to swimwear for religious reasons
- Allow students to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with our Deputy Headteachers, 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
- Limiting any items with distinctive characteristics where possible. For example, by only asking that our school jumper has a logo but is not needed on the blazer, and that sew-on badges are available
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed or sewn on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items students 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, or providing Federation team kit where appropriate
- 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 students 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

Daily uniform consists of:

- Blazer (optional) with badge (optional) (sew-on badges can be obtained separately)
- White Collared shirt
- Tie
- Navy V-neck sweatshirt with school logo (sew-on badges can be obtained separately)
- Black tailored trousers or thick black leggings (sufficient thickness so they are not see-through)
- Black tailored shorts or skirt (socks or tights worn with shorts or skirts should be black or navy)
- All black school shoes or all black leather trainers – all shoes must be either flat or low heel for reasons of safety. Trainers must be all black including soles, with black laces.

PE kit consists of:

- Embroidered PE Polo Shirt
- Embroidered PE ¼ zip top (optional)
- PE Training pants (optional)
- PE Shorts
- PE Skort
- PE Socks

- PE Navy Leggings

(Students can wear shorts/skorts or leggings as part of their PE kit, they do not need all three)

Other uniform rules:

- Outdoor coats and jackets must be removed in classrooms
- Hats are not allowed to be worn in school, headwear for religious or medical reasons will be allowed

- Jewellery – Only one small stud can be worn in the lobe of each ear; no other facial jewellery is permitted, including tongue piercings. Where students already have nose piercings, clear acrylic or plastic spacers may be worn. These must be transparent and discrete. No other facial piercing jewellery is permitted while in school.
- No hoops or dangly earrings may be worn. No other jewellery except a watch is allowed
- Hair colouring to be of natural colours
- Jewellery (including clear acrylic spacers) MUST be removed for PE lessons and other practical lessons. Piercings cannot be taped over, they must be removed.
- Make-up should be subtle and flesh toned. Students wearing excess make up (including false eyelashes) will be asked to remove it

- No acrylic / biab nails, fake nails or nail varnish should be worn
- Tattoos are illegal for anyone under the age of 18

Misuse of jewellery or other similar uniform infringements:

- Students are asked to remove offending items, which can be collected from the office at the end of the day. Failure to do so may result in them being asked to be out of circulation during break and lunchtime or work separately from others or until it is rectified.

4.2 Where to purchase it

Our uniform is available from a local supplier – Gift and Stitch in Aspatria. Orders can be placed via their website or in person. Parents are welcome to purchase any items of school clothing from regional or national suppliers, can obtain sew-on badges from our supplier, or our supplier is happy to sew logos onto uniform for a small charge.

We also run second-hand uniform donation points in both of our schools and local areas. Details are available via our social media pages and website.

If parents are experiencing particular difficulties, please contact us and we will do our best to help with obtaining suitable uniform, school shoes and other items to ensure students can attend school properly equipped for learning.

5. Expectations for our school community

5.1 Students

Students 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)
- Students are also expected to contact our Deputy Headteacher 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 our Deputy 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.

5.3 Staff

Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply, but will follow up with the Deputy Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by our Deputy Headteacher / Headteacher.

In cases where it is suspected that financial hardship has resulted in a student 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 students
- Offers a uniform that is appropriate, practical and safe for all students
- 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 every two years, or when a significant change to the uniform policy is needed. At every review, it will be approved by the Headteacher and Governors.

Appendix 1

Detailed Uniform Expectations

These expectations will be published on our website.

Skirt – Black tailored shorts or skirt - (socks or tights worn with shorts or skirts should be black or navy) conventional school uniform style, approximately knee length.
Trousers – Black; plain traditional style and fabric. Full length with ankles fully covered.
Leggings - Thick black leggings (sufficient thickness so they are not see-through)
White Collared shirt
Blazer (optional) with badge (sew-on badges can be obtained separately)
School Tie
Navy V-neck sweatshirt - with school logo (sew-on badges can be obtained separately)
All black **school shoes** or **all black leather trainers** – all shoes must be either flat or low heel for reasons of safety. Trainers must be all black including soles, with black laces.

School reserves the right to make a judgement as to whether the uniform worn by a student is appropriate.

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