

CAMBRIAN

Nurturing Growth - Inspiring Minds



Watchfield Primary School



School Uniform Policy

2025

This document applies to all academies and operations of Cambrian Learning Trust.

www.cambrianlearningtrust.org

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In this document:

Parent refers to:

- Any person who has parental responsibility for a child / young person
- Any person who has care of a child / young person (i.e. lives with and looks after the child/young person)

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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, Watchfield Primary 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 (though we reserve the right to ask for this to 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 related to their sex, gender or gender reassignment
- 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 Mrs L Willison, Deputy Head, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

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 (DfE) 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 or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents/carers' 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
- 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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- 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/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes

- Consulting with parents/carers 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

See Appendix A

4.2. Where to purchase it

If you need secondhand uniform at any point in the year, please contact the school office at: office@wat.cambrianlt.org who will be able to help provide this. Iron on logos are available to purchase.

Uniform is also available from any local supermarket or high-street retailer (we do not insist on branded logos) or items with the school logo can be purchased from:

PMG Schoolwear online, over the telephone 01895 809321 or in person at the shop located in Faringdon: 8 Regal Way, Faringdon SN7 7BX

5. Expectations for our school community

5.1. Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises
- 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 Mrs L Willison (Deputy Head) via office@wat.cambrianlt.org if they want to request an adaptation of the uniform policy in relation to their protected characteristics.

5.2. Parents

Parents 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 Mrs L Willison via office@wat.cambrianlt.org if they want to request an adaptation of 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

Watchfield Primary School will aim to work closely with parents/carers to arrive at a mutually acceptable outcome.

5.3. Headteacher, Leadership and Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and their parents/carers breaching the uniform policy the opportunity to comply, but will follow up with senior leaders/the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with the school's Relational Behaviour Policy.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff and leaders will take a mindful and considerate approach to resolving the situation.

5.4. Local Governing Committees (LGCs)

The LGC will review this policy and make sure that it:

- Is appropriate for the school's context
- Is implemented fairly across the school
- Takes into account the views of parents/carers and pupils

- Offers a uniform that is appropriate, practical and safe for all pupils

The Governors 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 annually, and approved by the LGC.

Appendix A

Watchfield School Uniform

School Uniform Wearing a uniform helps children feel part of our school community. It demonstrates

a commonality and a respect for the institution within which the children belong. This can only be

achieved if the below is adhered to – thank you for your support.

School Uniform:

- Navy blue sweatshirt/cardigan with or without the school logo
- White or light blue polo shirt
- Grey trousers or shorts
- Grey skirt / pinafore dress / culottes (knee or below)
- Light blue and white gingham dress for (late spring/summer)
- Plain white / black / Grey socks
- Black shoes/closed-toe sandals (not trainers)

PE Kit:

- Plain black, navy or grey shorts
- Yellow T-Shirt
- Daps/Plimsoles or trainers
- Black or navy tracksuit (jogging bottoms and jumper) optional for outdoor activities

No large logos on the t-shirts or tracksuits please.

Earrings must be removed or covered by tape.

Long hair must be tied back.

Swimming:

Appropriate swimwear should be worn including:

- One-piece swimming costumes, swimming trunks and swimming hats.
- Goggles may be worn (with completed permission slip).

No bikinis or Bermuda style trunks to be worn.

Please ensure all items are clearly named. www.easy2name.com produce a variety of labels for

school uniform and personal belongings

Jewellery:

- Silver or Gold single ear-studs in the lobe only
- Make-up and nail varnish are not permitted at school.
- Simple watch on the wrist that does not include apps, camera, games, etc.

Hair cut/ style:

- Hair should be of natural colour- dyes and highlights are not permitted
- Style and cut should be appropriate for school- shaved patterns and Mohicans are not permitted
- We champion the Halo Code – please see below

Where happy, confident children show care and respect for others, believe in themselves and take

pride in their achievements.

- The hijab, turban or kippah may be worn

The Halo Code

Watchfield Primary School champions the right of staff and pupils to embrace all Afro hairstyles. We

acknowledge that Afro-textured hair is an important part of our Black employees' and pupils racial,

ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance.

We celebrate Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists,

braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves,

wigs, headscarves, and wraps.

At Watchfield Primary School, we recognise and celebrate our colleagues' and pupils' identities. We

are a community built on an ethos of equality and respect where hair texture and style have no

bearing on an employees or pupils ability to succeed.

1. Race-based hair discrimination is illegal under the Equalities Act 2010. Workplaces such as schools

have the right to enforce a dress code as long as it is fair and does not unduly discriminate against

any staff and pupils. Policies and practices that prohibit hairstyles which are primarily used to

maintain Afro-textured hair can lead to indirect discrimination.

2. The Halo Code focuses on hair textures and styles most commonly associated with the Black

community. The term Black has historically been used as a racial and political label. Here, we use it to

refer to members of the African diaspora, including those with mixed heritage, who as a result of

their ancestry have Afro-textured hair.

3. The Halo Code is a gender-neutral policy.

4. In order to embody the spirit of The Halo Code, all staff are encouraged to familiarise themselves

with different Afro-textured hairstyles and their cultural significance, and to avoid labelling Afrotextured hair with terms such as messy, unprofessional, or inappropriate.

5. The Halo Code does not prevent workplaces from issuing additional guidance around Afro-texture

hair and protective styles if applied consistently across all students and staff, including:

- That head wraps and scarves should reflect other elements of the uniform code such as the school

colours.

- That hair be tied up for health and safety reasons, such as during sports, science labs, or to avoid

trip hazards.

- That hair colour is reflective of wider school uniform policy