



## Uniform Policy

<b>Policy Owner:</b>	<b>Director of Inclusion</b>
<b>Approved by:</b>	<b>Trust Board</b>
<b>Last reviewed:</b>	<b>December 2025</b>
<b>Next review due by:</b>	<b>December 2026</b>

**Due to the evolving nature of The CAM Academy Trust, procedures behind this policy will be reviewed and amended accordingly to reflect changes.**

At the heart of our work lie the six core principles of The CAM Academy Trust. These drive everything that we do.



## Aims

This policy aims to:

- Set out our approach to making sure our uniforms are 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 Trust'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 schools 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 uniform costs are 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 the way that is appropriate and safe 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 clothing in cultural items, as long as such apparel is appropriate and safe for school,
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with principals, who can answer questions about the policy and respond to any requests

## Limiting the cost of school uniform

Our Trust has a duty to make sure that the uniform our schools require are 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 school uniforms:

- are available at a reasonable cost
- Provide 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 the blazer (if applicable), worn over the jumper, features the school logo
- 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 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 support equity
- 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

## **Expectations for school uniform**

Expectations for school uniform for our individual schools are outlined in the individual school uniform guidance that each school produces. Uniform guidance for each of our schools can be accessed on their school website or, as a hard copy, directly from the school.

## **Expectations for our school communities**

### ***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 school Principal 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 the school Principal 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 complaints policy

All schools 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 Principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in accordance with our behaviour policy.

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, considerate and supportive approach to

resolving the situation.

### **Trust Board**

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

- Is appropriate for the context of all our schools
- Is implemented fairly across all schools
- Takes into account the views of parents and pupils
- Offers a uniform policy that is appropriate, practical and safe for all pupils

The Trust 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 by the Director of Inclusion. At every review, it will be approved by the Board of Trustees.

### **Links to other policies and procedures**

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Individual school uniform procedures