



The Collective Community Trust

School Uniform Policy

Policy created/updated:

September 2025

Approved by Trustees:

December 2025

Due for review:

September 2028

Contents:

Statement of Intent

1. Legal framework
2. Roles and responsibilities
3. Cost principles
4. Equality principles
5. Complaints and challenges
6. School uniform supplier
7. Finding and consulting suppliers
8. Template documents
9. Uniform assistance
10. Non-compliance
11. School uniform
12. Adverse weather
13. Labelling and lost property
14. Monitoring and review

Statement of Intent

The Collective Community Trust believes that a consistent school uniform policy is vital for:

- Promoting the ethos of a school.
- Providing a sense of belonging and identity.
- Setting an appropriate tone for education.

For the purposes of this policy, **“uniform”** includes the following elements of pupils’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the Trust has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable, and provides the best value for money for both the school and pupils’ families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education.

In writing and updating this policy, we have sought to:

- Consider how this policy might affect groups represented in each school, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for pupils.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Ensure that the uniform is suitable and safe for pupils who walk or cycle to school.
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

. Legal Framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2024) 'Developing school uniform policy''
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- LGBTQ+ Policy
- Tendering and Procurement Policy

. Roles and Responsibilities

The governing committee is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of Parent/Carers, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is appropriate, practical, accessible and affordable for all pupils.

- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The headteacher is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Providing pupils with an exemption or amendment letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parent/Carers are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires an amendment or an exemption to the uniform rules, with a reason why e.g. due to their child's protected characteristic, due to the cost of the uniform.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption or an amendment.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

. Cost Principles

The Trust has developed its uniform policy in relation to the following starting principles:

- Each school will seek to ensure that the uniform is affordable. In so doing, each school will consider the total cost of school uniforms, taking into account all items of uniform or clothing Parent/Carers will need to provide while their child is at school.

- Each school will seek to keep the use of branded items to a minimum. This will be no more than 3 items.
- Each school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- Each school will seek to ensure that second-hand uniforms are available for Parent/Carers to acquire. Information on second hand uniforms and when they will be available to be purchased will be published on the school's website.

Principles in practice

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform requirements do not discourage Parent/Carers from applying for a place for their child.

Each school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, each school will take into account the opinions and situations of:

- Economically disadvantaged Parent/Carers.
- Parent/Carers with multiple children who are, or will be in the future, pupils at the school.
- Parent/Carers of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parent/Carers of pupils with protected characteristics that may impact their ability to access the uniform.
- CLA and Previously CLA.

Each school will evaluate the cost of its uniform based on the overall collection of uniform items that Parent/Carers would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that Parent/Carers will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day or where spare items are likely or be needed.

Each school will keep variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum to ensure that pupils can get the most wear out of their uniform and that Parent/Carers can pass some items down to younger siblings.

Each school will not require Parent/Carers to purchase additional uniform for the purpose of any extra-curricular activity. This may involve but is not limited to, extra-curricular activities such as sport, music, or drama. Each school will keep branded uniform items to a minimal level (no more than 3) that is reasonable for all members of the school community. The Trust defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element. Where a school requires an item of branded clothing, it will assess how prices can be kept as low as possible and put measures in place to facilitate this. This may include:

- Offering sew- or iron-on logo patches for blazers and jumpers that can be bought at non-specialist retailers, instead of requiring specific branded jumpers.

- Ensuring branded items are longer-lasting and unlikely to be grown out of quickly, e.g. ties.
- Making donated second-hand uniform available for purchase at a lower price.

Each school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

Each school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to Parent/Carers where possible. Schools will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the ['School uniform supplier'](#) section of this policy.

The Trust will not make frequent changes to uniform requirements and will take the views of Parent/Carers and pupils into account when considering any changes.

The above consideration to cost will also apply to the school's PE kit, as no pupil should feel unable to fully participate in PE or represent their class or the school because the PE kit is too expensive.

. Equality Principles

The Trust takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, each school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The relevant protected characteristics are:

- Sex
- Sexual orientation
- Religion or belief
- Race (including colour, nationality, ethnic or national origin)
- Disability
- Gender reassignment
- Pregnancy

Each school will ensure that Parent/Carers and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and Parent/Carers of pupils, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.

- Have SEND and/or sensory needs.

Parent/Carers' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing committee, and always in accordance with the school's Complaints Procedures Policy.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

Gender

To avoid disproportionately impacting pupils of a certain gender, each school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the '[Cost principles](#)' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

Each school will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the '[School uniform](#)' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, each school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

School will endeavour to meet all requests for amendments to the uniform for these purposes; however, it is important that school policies are not compromised, such as school safety or discipline.

Race

To avoid disproportionately impacting pupils of a certain race, each school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

Each school will follow the good practice guidance provided by the Equality and Human Rights Commission on '[Preventing hair discrimination in schools](#)'.

SEND and medical conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, each school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

Each school will ensure that it works with a supplier that acts in accordance with the school's values and principles on equality and inclusion.

. Complaints and Challenges

The Trust will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the Trust's Complaints Procedures Policy.

School will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

Each school has an agreed procedure in place with its uniform supplier to deal with complaints about the supply and quality of uniforms.

In considering a complaint, Parent/Carers should be aware that teachers can sanction pupils for breaching the school's rules on appearance or uniform. School expects this to be carried out in accordance with the school's published Behaviour Policy. School aims to deal with pupil non-compliance in a proportionate and fair way.

. School Uniform Supplier

Our school's current school uniform supplier is:

- **Touchline UK**
- **Touchline UK, Liverpool Rd. Warrington. WA5 1AE**
- **Tel: 01925 413 777**

The school uniform supplier will accept school uniform assistance vouchers.

The governing committee will ensure that a written contract is in place with the supplier for branded items

The governing committee will be able to demonstrate how uniform is procured at the best value for money. The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs. Any savings negotiated with suppliers will be passed on to Parent/Carers.

School will not sign contracts with suppliers before requesting visualisations and samples of proposed uniform.

. Finding and Consulting Suppliers

If a school is considering changing its suppliers and seeks a list of available suppliers, it will consider the following options:

- Consulting an industry body e.g. School Wear Association
- Researching local suppliers
- Consulting with other schools and networks
- Having informal discussions with potential suppliers to help determine the school's own needs

If a school prepares to request bids from potential suppliers, it will consider the following elements:

- What products Parent/Carers will need
- Existing contractual commitments
- Length of tender process
- The school's evaluation process

. Template Documents

Schools will use the DfE's '[Procuring uniform supplies](#)' template documents to ensure that they undergo the procurement process correctly. The templates consist of an invitation to tender, a request for quotation, and a pricing schedule.

Schools will use the invitation to tender template to ask questions of suppliers. Schools will then use the pricing schedule to ask suppliers to submit their prices. Full instructions on how to use the templates are included in each of the documents.

. Uniform Assistance

The Trust will support disadvantaged families in meeting the costs of uniforms on a case by case basis.

Our schools will hold second-hand school uniforms for Parent/Carers to access; information on accessing second-hand school uniforms will be made available on the school website.

Parent/Carers will be invited to donate their child's uniform when they no longer need it.

. Non-Compliance

Staff will be permitted to discipline pupils for breaching this policy, where relevant to their role, in accordance with the school's Behaviour Policy. In cases where it is suspected that financial hardship has resulted in a pupil not complying with a school's published uniform policy, the school will be mindful and considerate to this situation.

The headteacher, or a person authorised by the headteacher, will be speak to a pupil/parent to remedy breaches to the school's uniform.

. School Uniform

Clothing

Our school uniform is as follows:

Item	Optional or required	Branding (School Logo)	How to acquire	Cost per item from school supplier
Regular school uniform				
Royal Blue sweatshirt or cardigan	Required	School logo on left-hand side	Branded sweatshirt and cardigan available from school supplier. Unbranded sweatshirt or cardigan can be bought from regular retailers	Sweatshirt from £12.70 Cardigan From £14.60
Yellow polo shirt	Required	School logo on left-hand side	Branded available from school supplier, non-branded from regular retailers	From £10.50
Item	Optional or required	Branding (School Logo)	How to acquire	Cost per item from school supplier
Blue school fleece	Optional	School logo on left-hand side	Available from school supplier	From

				£20.20
Blue School Showerproof Jacket	Optional	School logo on left-hand side	Available from school supplier	From £26.55
Blue School Waterproof Coat	Optional	School logo on left-hand side	Available from school supplier	From £27.70
Black trousers or knee-length Black skirt	Required	No branding	Available from regular retailers	N/A
Blue/Yellow Gingham Summer Dress	Optional	No branding	Blue available from school supplier, Blue/yellow from regular retailers	£17.60
Sensible, plain black shoes	Required	No branding	Available from regular retailers	N/A
PE kit				
Plain white t-shirt	Required	No branding	Available from school supplier & from regular retailers	£5.00
Plain black/navy shorts	Required	No branding	Navy available from school supplier. Navy/black from regular retailers	£6.35
Item	Optional or required	Branding (School Logo)	How to acquire	Cost per item from school supplier
Trainers	Required	N/A	Available from regular retailers	N/A

Plain joggers/Leggings black/navy	Required	No branding	Available from regular retailers	N/A
Plain Sweatshirt/Tracksuit top Black/Navy	Required	No branding	Available from regular retailers	N/A
Accessories				
School book bag	Required	Branded	Available from school office via Scopay. Unbranded available from regular retailers	£6.00
School PE Bag, (drawstring bag)	Required	Branded	Available from school Supplier. Unbranded available from regular retailers	£6.90

School will not consider trainers or high heels as suitable school shoes.

Parent/Carers must acquire a PE kit meeting the following criteria:

- Plain T-shirt with no branding or logos from professional sports teams
- Plain shorts with no branding or logos from professional sports teams
- Suitable trainers
- Other suitable sports footwear, e.g. football boots, if required
- Ear rings must be removed for PE or covered with micropore tape, which must be provided by the Parent/Carers.

Parent/Carers are responsible for ensuring their child brings their PE kit to school when needed.

Jewellery

The school rules on jewellery are as follows:

- One pair of stud earrings may be worn – no other piercings are permitted.
- Sensible wristwatch may be worn. (Smart device watches will not be allowed)

Pupils will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded.

Bags

Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It must hold A4 workbooks comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases will not be permitted.

School will discourage pupils from bringing valuable bags to school. School will not be liable for lost or damaged school bags.

Hairstyles and headwear

School reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the school environment; however, school will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and Parent/Carers will always have the freedom to complain via the Trust's Complaints Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- [Brightly coloured dyed hair](#)
- [Headwear with bold patterns or colours](#)
- [Excessive hair accessories](#)
- [Headwear featuring inappropriate words or images](#)

Makeup and cosmetics

The school rules on makeup and cosmetics are as follows:

- [No Make up](#)
- [False nails and nail extensions are not permitted](#)
- [No Nail Varnish](#)
- [Temporary tattoos are not permitted](#)

Pupils wearing makeup will be required to remove it.

. Adverse Weather

All pupils will be advised to wear weather-appropriate clothing.

For hot temperatures, this includes wearing:

- [Tops that cover the shoulder area.](#)

Pupils will be advised not to wear any jumpers/cardigans during heatwaves. If outside during break times, pupils not wearing sun-safe clothing will be advised to stay in an area protected from the sun, or spare clothing is provided.

For cold temperatures, this includes wearing:

- [Scarfs, gloves, coats and hats when outside.](#)
- [Warm jumpers.](#)
- [Trousers, or skirts and thick tights.](#)

. Labelling and Lost Property

Parent/Carers will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be taken to the lost property box. All lost property will be retained for [one month](#) and will be disposed of if it is not collected within this time.

. Monitoring and Review

This policy will be reviewed every three years by the Trust Board. The next scheduled review date for this policy is September 2028

Any subsequent changes to this policy will be communicated to all staff, pupils, Parent/Carers and other relevant stakeholders.