School Uniform Policy

Cardinal Primary School

Approved by:	The Governing Body	**Date:**	March 2026
Last reviewed on:	March 2026		
Next review due by:	March 2029		

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, 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 (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 Ms Collins, Inclusion Manager, 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 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
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items
- 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 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 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

We are proud of our school and expect all the children to wear our school uniform:

- A maroon sweatshirt or cardigan with the school's logo

- Grey or black trousers or shorts

- Grey or black skirt or blue checked summer dress

- White or pale blue polo shirt

- Black school shoes

Jeans, leggings, tracksuites and platform, high-heeled or backless shoes should not be worn to school.

There is no need to wear make-up to school, and for safety reasons, false nails should not be worn.

Children can use a school bag of their choice.

PE Kit

On PE days, we ask pupils to change into their PE kit in school. They can bring their PE kit into school in a drawstring bag and keep it at school unless it needs to be washed and brought back in.

They will need:

- tee-shirt (white)

- black shorts, or a black tracksuit – not leggings

- white or black trainers

No logos or highly visible branding on any clothing please.

Jewellery and hairstyles

Please do not send your child to school wearing jewellery unless it is for religious reasons. If your child has pierced ears then they should only wear small studs. For safety reasons, children must not wear jewellery during PE lessons, unless for religious reasons when it should be covered. No jewellery at all is permitted during swimming and children are required to wear a swimming hat. Long hair should be tied back during PE lessons.

All school uniforms and PE kit should be clearly named.

4.2 Where to purchase it

Sweatshirts and cardigans with the school badge on may be purchased from "Sanco Schoolwear" Uniform Shop in Hounslow, or online through "Sanco Schoolwear".

All other items can be purchased from local stores, supermarkets or online.

Uniform Item	Size	Price
Sweatshirt with logo	Age 2/3 to age 13	£12.50
Polo Shirt	Adult small - large	£12.00
Book Bag	One size	£9.50 + VAT
PE bag with logo	One size	£7.50 + VAT

4.2 Uniform grant – Hounslow Borough

The school clothing grant is payable to all children in **primary school from reception to year six**. It is limited to two applications per household only.
Your child may qualify for a clothing grant, if you receive:

- Income support
- Income based Job seekers allowance
- Income based Employment support allowance
- Universal credit, provided your household annual taxable income does not exceed £7,400
- Child tax credit/working tax credit (provided your household income does not exceed £16,190).
- Guaranteed element of Pension credit or
- NASS – Supported by the National Asylum support service.

To apply for a link, click on this link to start an application:
https://www.hounslow.gov.uk/info/20025/schools_and_colleges/1084/school_clothing_grants_-_secondary_and_primary

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 Ms Collins 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 Collins 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 the correct uniform. They will give any pupils and families breaching the Uniform Policy the opportunity to comply, but will follow up with the Headteacher, if the situation doesn't improve.

Ongoing breaches of our Uniform Policy will be dealt with by working together with parents to ensure that the correct uniform is worn.

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

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 3 years.

7. Links to other policies

This policy is linked to our:

- Behaviour Policy
- Equality information and objectives statement
- Anti-Bullying Policy
- Complaints Policy