



**The Sycamore
Church of England
Trust**

Grow together, Learn forever

School Uniform Policy

Applicable to: All Trust Schools

Adopted By: Trust Lead

Date Adopted: July 2025

Authorised Signatory:

Mr Ian Young – Trust
Leader and CEO

Mr Mark Granby – Chair
of Trustees

Review Period: Every 3 years

Next Review: July 2028



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1. Introduction & policy aims

At The Sycamore Church of England Trust (the Trust), we pride ourselves in being smart, well-presented and ready for learning. It is our policy that all pupils wear school uniform when attending school, or when participating in school organised events outside normal school hours. We ask pupils to take pride in their personal appearance.

Our policy on school uniforms is based on the notion that school uniforms:

- promotes a sense of pride in the school
- engenders a sense of community and belonging towards the school
- is practical and smart
- sets an appropriate tone for education
- identifies the pupils with the school
- prevents pupils from coming to school in fashion clothes that could be distracting in class
- makes pupils feel confident in their appearance
- makes pupils feel equal to their peers in terms of appearance ensuring that no child is unfairly discriminated against
- facilitates activities with specialised and appropriate clothing such as sports-specific attire
- is designed with health and safety in mind
- is of reasonable cost and offers the best value for money for parents and carers
- supports the school's commitment to inclusion.

2. Our schools' 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 our uniform is reasonably priced 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 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 cultural symbols
- allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with school staff who can answer questions about the policy and respond to any requests.

3. Limiting the cost of school uniform

Our Trust 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 uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that must 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.

The Children's Wellbeing and Schools Bill state that schools are limited to requiring a maximum of three branded school uniform items.

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
- avoiding specific requirements for items that 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 leveler
- avoiding different uniform requirements for different year/class/house groups
- 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.

4. Expectations for school uniform

Full details of each school's uniform can be found on the school's website together with details of where the branded uniforms can be purchased. Nonbranded uniforms can be purchased from numerous retailers online or on the high street.

Pre-loved Uniform

We know that uniform can be an expensive requirement for our families. With this in mind, we want to help our school community by making good quality, preloved uniform easily available to everyone, in most of our Trust schools. Many items of uniform have a longer life beyond the point when our pupils have outgrown them and could be re-used by another child. As well as

saving family's money, re-using uniform also reduces our impact on the environment and is in line with our Trust's sustainability ethos.

To support our scheme, we are asking families to donate any unwanted items of uniform that could be worn by another child. Donations can be handed in to the school office.

5. Expectations for our school community

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 directly 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 directly if they want to request an amendment to the uniform policy in relation to their child's protected characteristics.

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 Headteacher if the situation does not improve.

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

The Trust

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

- is appropriate for our schools' context
- is implemented fairly across schools
- 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 ensure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

6. Monitoring arrangements

This policy will be reviewed every 3 years by the Trust. Headteachers will assist in monitoring and reviewing this policy by seeking the views of pupils and parents/carers.