



This policy was adopted by the Governing Body on	February 2025
This policy is scheduled for review on	February 2027

Uniform helps all our children feel part of Cowling School and plays a valuable role in setting the appropriate tone for school. It helps children to feel a sense of 'belonging' and pride to be a part of our school community. The wearing of a uniform ensures pupils of all races and backgrounds feel welcome and protects children from social pressures to dress in a particular way; the children come to school prepared and with the right attitude for work.

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 sex, race, religion or belief, 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 the 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 the Headteacher who can answer questions about the policy and respond to any requests

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
- Offering cheaper alternatives to school-branded items
- 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 extra-curricular activities
- 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

- Navy blue or sweatshirts or navy blue cardigan (plain from any shop or with school badge)
- White polo shirts (plain from any shop or with school badge)
- Black, grey or navy school skirts, pinafore dress, school shorts, blue gingham, dress or trousers
- Children should wear plain, dark coloured socks or tights and flat, black shoes
- All new entrants will be provided with a new navy blue bookbag.

All clothes should be clearly marked with your child's name

For PE:

- A white t-shirt (plain from any shop or with school badge)
- Black or navy shorts and plain socks
- Outside kit of plain black, navy or grey sweatshirt, tracksuit bottoms/leggings and trainers.
- For swimming, children should wear either a full swimming costume or swimming trunks please note trunks must not be long baggy short style and bikinis are not allowed), swimming cap if your child has long hair. Alternative clothing can be previously agreed with the Headteacher.

All items should be clearly marked with your child's name and be in a named PE bag. This can be kept at school and taken home at regular intervals to be washed.



Valuables / jewellery / hair styles and other items

Hairstyles should not be extreme and colourful hair dyes must not be used. Long hair should be tied back. Make up and nail varnish must not be worn.

Jewellery: pupils are asked not to wear jewellery in school apart from a watch. If children have pierced ears they must only wear stud earrings and be able to remove them themselves for all PE and swimming lessons. If children cannot remove their earrings, they will not be able to take part in PE lessons and will be given a coaching role.

Please ensure that your child does not bring to school toys or other items from home. These may get damaged or lost and staff cannot be held responsible for ensuring their safety.

4.2 Where to purchase it

<https://www.skiptoschool.co.uk/>

<https://www.whittakersschoolwear.co.uk/store/keighley/>

The school have a limited stock of second hand school uniform, please contact the school office if you require further information. Our PTA sell second hand school uniform throughout the school year.

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)

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:

- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact the Headteacher 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 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 the Headteacher. 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 and considerate approach to resolving the situation.

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.

6. Monitoring arrangements

This policy will be reviewed annually by the Headteacher. At every review, it will be approved by the local governing body.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy