

Christ the King Catholic Primary School



Making a difference by
Inspiring a love of life and learning
We build strong foundations within
God's loving hands

School Uniform Policy

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Author/Person Responsible	Head Teacher – Mary Mainwaring
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Equality Impact Assessment (EIA) Part 1: EIA Screening

Policies, Procedures or Practices:	School Uniform Policy	DATE:	September 2026
EIA CARRIED OUT BY	Mary Mainwaring	EIA APPROVED BY	Mary Mainwaring

Groups that may be affected:

Are there concerns that the policy could have a different impact on any of the following groups? (please tick the relevant boxes)	Existing or potential adverse impact	Existing or potential for a positive impact
Age (young people, the elderly; issues surrounding protection and welfare, recruitment, training, pay, promotion)		N/A
Disability (physical and mental disability, learning difficulties; issues surrounding access to buildings, curriculum and communication)		N/A
Gender reassignment (transsexual)		N/A
Marriage and civil partnership		N/A
Pregnancy and maternity		N/A
Racial groups (consider language, culture, ethnicity including gypsy/traveller groups and asylum seekers)		N/A
Sex (male, female)		N/A

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1. Statement of intent

Christ the King Catholic Primary School believes that a consistent school uniform policy is vital for:

- Promoting the ethos of a school.
- Providing a sense of equality, 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 school 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:

- Engage with parents and pupils.
- Consider how this policy might affect groups represented in the 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.

2. Legal framework

This policy has due regard to all relevant legislation and 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 (2021) 'School uniforms'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

3. Roles and responsibilities

The **governing board** 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 parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- 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 letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff members 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.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- 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.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

4. Cost principles

The school will develop its uniform policy in relation to the following starting principles:

- The school will seek to ensure that the uniform is affordable. In so doing, the school will consider the total cost of school uniforms, taking-into-account all items of uniform or clothing parents will need to provide while their child is at the school.
- The school will seek to keep the use of branded items to a minimum.
- The 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.
- The school will seek to ensure that second-hand uniforms are available for parents to acquire; either at low or no cost. Information on second-hand uniforms will be published on the school's website and in the monthly newsletter. Our PTFA hold regular pre-loved school uniform fairs.

Principles in practice

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

The 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, the school will take-into-account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform.
- CLA and PCLA. (Child Looked after and Previous Child Looked After)

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents 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.

The 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 parents can pass some items down to younger siblings.

The school will keep branded uniform items to a minimal level that is reasonable for all members of the school community. The school 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 the 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-on or iron-on logo patches for jumpers and cardigans that can be bought at non-specialist retailers, instead of requiring specific branded jumpers.
- Ensuring branded items are longer-lasting and unlikely to be worn out quickly, e.g. ties.
- Making donated second-hand uniform available for purchase at a low or no cost price.

The 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.

The school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the school information supplier this policy.

The school will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

5. Equality principles

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

In line with the above, the 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 school will ensure that all parents and pupils are consulted over any changes to school uniform.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, 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, the 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.

The 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.

Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the 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.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

Race

To avoid disproportionately impacting pupils of a certain race, the 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 or Arabic hijab.

The 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, the 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.

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

6. Complaints and challenges

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

The 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.

The 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, parents should be aware that teachers can sanction pupils for breaching the school's rules on appearance or uniform. The school expects this to be carried out in accordance with the school's published behaviour policy. The school aims to deal with pupil non-compliance in a proportionate and fair way.

7. School uniform supplier

The school's current school uniform supplier is:

- **Name of supplier:** Linela
- **Address of supplier** Linela Embroidery, Unit 1, Tomorosa, Awkley Lane, Olveston, Bristol. BS35 4EW
- **Tel:** 01454 615300
- **Website:** www.linelashop.co.uk/
- **Email:** enquiries@linela.co.uk
- Monday – Saturday: 9.00 am – 5.00 pm
- **Link to CTK uniform:**
<https://www.linelashop.co.uk/product-category/schools-embroidery-for-uniforms/christ-the-king-primary-school/>

The governing board will ensure that a written contract is in place with the supplier for branded items. The school will retender the uniform contract every five years, whether changes to the uniform are made or not, in line with the Tendering and Procurement procedures.

The governing board 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.

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

8. Uniform assistance

The school holds a Pre-loved/ second-hand school uniforms in the school office for parents/ carers to access and our PTFA hold regular pre-loved fairs in the school playground. Access to these uniforms will be made available upon request made to the school office. This information is shared with families each month in the school newsletter and as part of the induction meetings with new families.

Parents and carers are also invited to donate their child's uniform when they no longer need it.

9. Non-compliance

Staff will be permitted to remind pupils about adherence to this policy, where relevant to their role, in accordance with the school's Behaviour Policy.

The headteacher, or a person authorised by the headteacher, will be permitted to ring the parent/ carer of the child, requesting that the missing item of uniform be brought to school.

Parents will be notified of pupils' breaches of school uniform in all cases.

Children who do not regularly wear the designated PE kit will take part in the lesson in a non-physical way; e.g. helping with the distribution of PE equipment, operating the stopwatch, making notes about learning etc.

10. School uniform

Clothing

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Regular school uniform - all terms (summer term optional)				
Red sweatshirt or cardigan	Required	School logo on left-hand side	Branded sweatshirt and cardigan available from school supplier or second-hand from school office. Pupils can also wear a supermarket plain red sweatshirt	£13.50/ £18.00
White or red polo shirt	Required	No branding Pupils can buy a branded polo logo t-shirt if they would like.	Available from school supplier, second-hand from school office, and from regular retailers	£9.75 -£13.50
Grey trousers or knee-length grey skirt	Required	No branding	Available from school supplier, second-hand from school office, and from regular retailers	£8.00 - £14.00
Sensible, plain black shoes	Required	No branding	Available from regular retailers	N/A
Grey or white socks/ tights	Required	No branding	Available from regular retailer	N/A

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Regular school uniform - summer term only (optional)				
Red sweatshirt or cardigan	Required	School logo on left-hand side	Branded sweatshirt and cardigan available from school supplier or second-hand from school office. Pupils can also wear a supermarket plain red sweatshirt	£13.50/ £18:00
White or red polo shirt	Required	No branding Pupils can buy a branded polo logo t-shirt if they would like.	Available from school supplier, second-hand from school office, and from regular retailers	£9.75 -£13.50
Grey "dress" shorts or knee-length grey skirt	Optional	No branding	Available from school supplier, second-hand from school office, and from regular retailers	NA
Red and white gingham check dress	Optional	No branding	Available from school supplier, second-hand from school office, and from regular retailers	NA
Grey or white socks socks/ tights	Required	No branding	Available from regular retailer	N/A
PE kit				
Black PE Hoodie (can purchase a zipped or non-zipped)	Required	School logo on left-hand side	Available from school supplier. Pupils can wear a black hoodie or their school jumper on PE days	£16.50-£30:00
A white PE t shirt.	Required	School logo on left-hand side	Available from school supplier. Pupils can wear a plain white t-shirt on PE days	£7.50

Plain black shorts/ leggings, joggers/ cycle shorts	Required	No branding	Available from regular retailers	N/A
Plain black trainers/ pumps	Required	No branding	Available from regular retailers	N/A
PE Bag	Optional	School logo	Available from school supplier. Pupils can use their rucksacks or other bags	£6.50

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Swimming Kit				
Full cover swim suit	Required	No branding	Available from regular retailers	N/A
Appropriate swimming trunks (not shorts)	Required	No branding	Available from regular retailers	N/A
Towel	Required	No branding	Available from regular retailers	N/A
Swimming goggles	Optional	No branding	Available from regular retailers	N/A
Swimming cap	Required	No branding	Available from school or regular retailers	N/A
Accessories				
CTK Red school book bag	Optional	School -logo	Available from school and regular retailers	£7.50
Hair bobbles/ ribbons/ accessories in school colours	Optional	No branding	Available from regular retailers	N/A

Parents and carers are responsible for ensuring their child arrives at school wearing the correct PE kit when needed.

Jewellery

The school rules on jewellery are as follows:

- One pair of stud earrings may be worn – no other piercings are permitted.
- A smart, inexpensive and sensible wrist watch may be worn.
- A small crucifix/ cross as an expression of religious observance (insofar as it can be tucked beneath school uniform – health and safety)

Pupils will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be replaced/ refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

Jewellery of **any** description is **not permitted** for swimming lessons. Jewellery worn as an expression of religious observance must either:

1. Be removed for the duration of the swimming lesson, or,
2. Covered up and kept secure underneath an appropriate T-shirt.

Bags

Pupils bring personal items into school in a bag. Eg. Water bottle, drawing equipment, reading books etc.

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

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

Hairstyles and headwear

The 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, the 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 parents will always have the freedom to complain via the school's Complaints Procedures 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/ back at all times, but especially during practical lessons, e.g. during PE. This prohibits the transfer of unwanted headlice.

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:

- Makeup is **NOT** permitted
- False nails and nail extensions are **not** permitted
- Only clear nail varnish may be worn. Coloured nail varnish/ gel etc is **not** permitted
- Temporary tattoos are **not** permitted

11. Adverse weather

All pupils will be advised to wear weather-appropriate clothing. For **hot temperatures**, this includes wearing:

- Tops that cover the shoulder area
- Sunglasses with UV protection when outside
- Caps/ hats which shade the face and neck
- High-factor sun screen (minimum of 30 SPF) Applied by the parent/ carer before the start of school or by the child (as age-appropriate) during the day

Pupils will be advised not to wear any jumpers or blazers 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, waterproof coats and hats when outside
- Warm jumpers
- Trousers, or skirts and thick tights
- Waterproof shoes/ boots

12. Labelling and lost property

Parents 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 in the school office. All lost property will be retained for one month and will be disposed of or placed within the "Pre-loved Uniform Boutique" if it is not collected within this time.

13. Monitoring and review

This policy will be reviewed by the headteacher and Full Governing Body on an annual basis. Any changes to this policy will be communicated to all staff and other relevant parties.

The school will engage with parents and pupils when reviewing this policy.

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

14. APPENDIX – uniform images



Christ the King PE Hoodie Full Zipped Black



Christ the King PE T-shirt white



Christ the King Polo Shirt White



Christ the King Round Neck Sweatshirt Red



Christ the King Book Bag Red



Christ The King Cardigan Red



Christ the King PE Bag Red



Christ the King PE Hoodie Black