



Kemball School

"We can because we try"



Uniform Policy 2025

Last reviewed on: September 2025

Next review due by: September 2027

Contents

| | |
|--|---|
| 1. Aims | 2 |
| 2. Our school's legal duties under the Equality Act 2010 | 2 |
| 3. Limiting the cost of school uniform | 2 |
| 4. Expectations for school uniform | 3 |
| 5. Expectations for our school community | 4 |
| 6. Monitoring arrangements | 5 |
| 7. Links to other policies | 5 |

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 head teacher or deputy head teacher 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
- › Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- › 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 leveler
- › Avoiding different uniform requirements for different year/class/house groups
- › 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

Winter uniform:

| | |
|-------------------------------------|-------------------------|
| grey or black trousers or jog pants | grey skirt |
| white blouse/shirt | red or white polo shirt |
| red sweatshirt | red cardigan/pullover |

Summer uniform:

| | |
|--------------------------------------|-------------------------|
| red checked dress | red or white polo shirt |
| grey skirt | red sweatshirt |
| grey or black trousers or jog pants | red cardigan/pullover |
| knee length shorts in school colours | |

Pupils from year 7 have the option of wearing a school tie

Functional students have the option of wearing a black sweatshirt or a Duke of Edinburgh sweatshirt

Pupils in our post 16 classes are not required to wear school uniform

PE kit

Pumps / trainers, shorts and tee - shirt.

Older pupils may need other items for use at outdoor centres, football matches etc. Parents are advised by the class teacher. Some classes find it easier to keep the kit in school and send home at the end of half a term

Extreme hairstyles and hair colours are not permitted. This includes patterns shaved into the hair. Small subtle amounts of make-up is allowed for students in years 9 -14. Long, artificial nails should not be worn. Muslim girls are permitted to wear a headscarf but this must be accompanied by a full school uniform.

Swimming kit

Swimming costume / trunks

Swim pads if necessary

Bath size towel

These items will be sent home after they have been used and should be returned to school on the day of the next swimming session.

Please note that the wearing of goggles is not encouraged for health and safety reasons.

4.2 Where to purchase it

Items of uniform that have the school logo such as jumpers, cardigans and coats can be purchased directly from the school. We also have a range of good quality second hand uniform items available in school. This is promoted at school events and parents/carers can ask to view when visiting the school.

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:

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

Parents are also expected to contact the head teacher or deputy head teacher 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 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 every 3 years by the head teacher.

7. Links to other policies

This policy is linked to our:

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