
THE CAREY FEDERATION



The Carey Federation School Uniform Policy

September 2025

Introduction:

1.1 Inclusivity and belonging are the fundamental principles behind school uniform in The Carey Federation. We want all children regardless of race, religion, sex, gender or ability to feel and look part of The Carey Federation. School uniform promotes a sense of belonging and removes pressure to wear clothing that is 'on trend' or expensive designer labels.

For this reason it is our school policy that all children wear school uniform when attending school, or when participating in a school-organised event outside normal school hours.

Aims and objectives:

2.1 Our policy on school uniform is based on the notion that school uniform:

- promotes a sense of pride in the school;
- engenders a sense of community and belonging towards the school by
 - promoting the ethos of a school
 - providing a sense of belonging and identity
 - setting an appropriate tone for education
- is practical and smart;
- identifies the children with the school;
- prevents children from coming to school in fashion clothes that could be distracting in class;
- makes children feel equal to their peers in terms of appearance;
- is regarded as suitable wear for school and good value for money by most parents;
- is designed with health and safety in mind.

2.2 Our policy on school uniform is based on the notion that school uniform is affordable:

- our uniform providers offer competitive prices and good value for money and quality clothing
- we actively encourage parents to use second hand uniform as this is cost effective and more sustainable for our environment. We promote and create opportunities for second hand uniform to be donated and acquired by parents at very low cost or for free
- All children eligible for the Pupil Premium are entitled to one set of free uniform per year.

Branded item cap: In line with guidance which will come in September 2026, we are bringing in a cap of no more than three compulsory branded uniform or PE kit items. However, the option to wear non-branded items has always been available in The Carey Federation and will continue to be an option, provided the clothing matches the colour of the branded items.

2.3 Inclusivity: Our uniform policy is inclusive and non-discriminatory. This includes accommodating the needs of different religions, cultures, races, and pupils with special educational needs or disabilities.

This policy adheres to its obligations under the Equality Act 2010.

- Items required by a child's religious or cultural beliefs are allowed
- No reference to gender is made in the school uniform list where choices are provided e.g. '*Black or Dark Grey Trousers, Tailored Shorts, Skirt or Pinafore*'. Therefore, choices are not dependent on gender
- Where a child's medical condition, special educational need or a disability means they require an adaptation to the uniform, this will be made

Jewellery and Make-up:

3.1 On health and safety grounds we do not allow children to wear jewellery in our school. The exceptions to this rule are:

- ear-ring studs in pierced ears;
- small objects of religious significance, such as a crucifix on a chain or Sikh Kara We ask

the children to remove these objects during PE, games and swimming for health and safety reasons. The school advises parents who wish their children to have their ears pierced to do so at the beginning of the school holidays.

- watches may be worn but must be removed for P.E. and on swimming days

3.2 Medical identification bracelets may be worn by children who have significant medical needs eg. Diabetes or epilepsy.

3.3 Children are not allowed to wear make-up including nail varnish.

Hair

4.1 Our Federation is required to safeguard students and ensure the best possible learning environment for them. This means we require students to have 'reasonable' hairstyles.

'Reasonable' means having hairstyles that don't cause health and safety risks. This will ensure that hairstyles allow for safe use of school equipment, carrying out of experiments or taking part in team sports and activities. We may also ask students to tie their hair back if it significantly impacts their ability to learn by covering their eyes.

The Federation is aware that some hair-styles may be more closely connected to specific

ethnicities and religions than others. Where this is a factor, the school will take this into consideration when deciding if a hair-style is considered reasonable for a student when they are in school.

Complaints in respect of this policy will be reported by the Executive Headteacher to the Governing Body, who will monitor how the policy is being applied.

4.3 Covering the head with hats or hoodies while indoors is not allowed, however, if a head covering is for medical/psychological or religious reasons e.g. Sikh turban, Muslim hijab, Jewish kippah etc. this is allowed.

Footwear:

5.1 The Federation wants all children to grow into healthy adults. We believe that it is dangerous for children to wear shoes that have platform soles or high heels or strappy sandals, so we do not allow children to wear such shoes in our schools. Neither do we allow children to wear trainers to school (unless for medical reasons) because we think that this footwear is appropriate for sport or for leisurewear, but is not in keeping with the smart appearance of a school uniform. We require all children to wear black shoes as stated in the uniform list.

5.2 In winter time, black boots may be worn – fashionable boots like Ugg boots are not allowed to be worn in school.

The role of parents:

6.1 We ask all parents who send their children to our school to support the school uniform policy. We believe that parents have a duty to send their children to school correctly dressed and ready for their daily schoolwork. One of the responsibilities of parents is to ensure that their child has the correct uniform, and that it is clean, in good repair and clearly named.

6.2 If any parent would like the school to modify the uniform policy, they should make representation, in the first instance, to the headteacher. The school welcomes children from all backgrounds and faith communities. If there are serious reasons, for example on religious grounds, why parents want their child to wear clothes that differ from the school uniform, the school will support such requests.

The role of governors:

7.1 The governing body supports the headteacher in implementing the school uniform policy. It considers all representations from parents regarding the uniform policy and liaises with the headteacher to ensure that the policy is implemented fairly and with sensitivity.

7.2 It is the governors' responsibility to ensure that the school uniform meets all regulations concerning equal opportunities.

7.3 Governors ensure that the school uniform policy helps children to dress sensibly, in clothing that is hardwearing, safe, practical and affordable.

Monitoring and review:

7.4 The governing body monitors and reviews the school uniform policy by

- ensuring that we are receiving value for money from our suppliers;
- considering, with the headteacher, any requests from parents for individual children to have special dispensation with regard to school uniform;
- That we are sourcing uniform items ethically.

Uniform Suppliers

8.1 Contracts with suppliers are regularly and competitively tendered and renewed at least every five years. We renegotiate existing contracts if they are not providing good value.

Updates to Policy

September 2025

1.1 Changed from: *It is our school policy that all children wear school uniform when attending school, or when participating in a school-organised event outside normal school hours. We provide a complete list of the items needed for school uniform on our website in the relevant Ashwater or Halwill School Uniform sections.*

To:

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2.2 Added paragraph:

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