MOSAIC SCHOOLS LEARNING TRUST

UNIFORM POLICY 2026-2027

All schools in Mosaic Schools Learning Trust are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

Staff Responsible:	Head Teacher
Approved by:	Board of Trustees/LGB (delete as appropriate)
Date of Review:	September 2026
Date of Next Review:	September 2028

VERSION CONTROL

Date	Change
May 2026	P.4- Equality statement. Added bullet point about reasonable adjustments for pupils with sensory or physical needs.
May 2026	P.5- Costs of uniform. Amended to reference September 2026 guidance on 3 or fewer branded/logo items.
May 2026	P.6- costs of uniform. Added bullet point to reference that generic items can brought from any retailer.
May 2026	p.6—clarified expectations for non-uniform days, including appropriate, safe and practical clothing suitable for school activities, with reference to dignity, comfort and school judgement of suitability.
May 2026	P.6- SEND. New paragraph added.
May 2026	P.7 Where to purchase or acquire uniform paragraph added.
May 2026	P.9- amendments to the jewellery and accessories paragraph
May 2026	P.10. expectations of our school community. Addition that pupils will not miss classroom teaching because of a uniform sanction
May 2026	P.10 – expectation of parents. Addition that on non- uniform days children should be dressed in clothing that is appropriate for a school environment, respectful, and supports pupils' dignity and comfort.

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1. Uniform Policy

Our uniform policy reflects our values and reinforces our school's culture of high expectations and academic achievement. All pupils must dress according to the uniform policy. Our school uniform is important to us. It is one way in which we identify ourselves as a school community and it promotes a strong, cohesive identity which supports high standards and expectations in all areas of school life. It promotes harmony between different groups represented in the school, and it enhances security.

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. Equality Statement.

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 (although for health and safety reasons, we ask that this 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 pupils with sensory or physical needs to make reasonable adaptations to their uniform, depending on their specific needs
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with our Head Teacher, who can answer questions about the policy and respond to any requests

3. **We have a required school uniform for several reasons:**

- Uniforms unite the school. Pupils make a commitment that when they put on their Wickham Common uniform they will abide by the rules of the community, therefore promoting the ethos of our school.
- Uniforms reduce distractions. We are focused on achieving success. When pupils are allowed to wear their own clothing, there is the potential to talk about fashions and styles rather than learning.
- Uniforms make us all equal. Whether families have high incomes or low incomes, the pupils come to school looking the same way. No one has to feel bad about the clothes they have or do not have. Our uniform provides our pupils a sense of belonging and identity.
- Uniforms look professional. Pupils look neat and ready to learn, setting an appropriate tone for education.

Smartness and high standards of appearance are expected at all times.

We ask parents and carers to support all decisions by school staff regarding whether or not clothing is appropriate or inappropriate for school.

4. **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 those with a logo or of a unique design or colour may not always 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:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of three items or fewer. At our school, the only compulsory items of uniform with a logo are our jumpers and cardigans. Some optional items also have the school logo on them.
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- Ensuring that generic items (trousers, skirts, etc.) can be purchased from any retailer
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes.
- Avoiding different uniform requirements for different year/class/house groups, other than less expensive items such as PE shirts. We will also ensure that siblings are all placed in the same house so that uniform items can be passed down.

- Avoiding different uniform requirements for extra-curricular activities.
- Making sure that arrangements are in place for parents to acquire second-hand uniform items through regular on-site sales.
- 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

5. Non-compliance with the Uniform Policy

Parents and carers of pupils that do not wear the correct uniform will be contacted and asked to bring the correct uniform into school. If this is not possible then pupils will be provided with the correct item of uniform they are missing for the day. Persistent and defiant non-compliance with the policy will result in an appropriate sanction.

There may be good reasons why a child is not wearing school uniform. In this case, parents and carers should share the reasons with the class teacher either in person or by letter or via the school office. The school will always be considerate and discrete in trying to establish why a pupil is not wearing the correct uniform. Pupils will not be made to feel uncomfortable, nor discriminated against, because their parents are unable to provide them with the required items of school uniform. In line with our culture of honest conversation with parents and carers, we encourage discussion with the school at the earliest opportunity if there are any difficulties.

There will be occasions when the school decides that school uniform is not appropriate e.g. when taking part in a physical activity day, wearing different clothes as a part of a fundraising event or topic entry point activity day. Parents and carers will be notified in advance of the revised dress code on these days but we ask that children are dressed in clothing that is appropriate for a school setting, safe and practical for the planned activities, and that supports pupils' dignity, comfort and full participation. The school reserves the right to make a judgement on the suitability of clothing where necessary.

6. SEND

We recognise that some pupils with SEND may require reasonable adjustments to uniform requirements. Parents/carers should contact the school to discuss individual needs

7. Expectations for School Uniform

Uniform Details- add your uniform list.

Item	**Logo y/n**

EYFS & Year 1 White Polo shirt (with or without school logo) Grey trousers long or short with grey socks Green or grey pinafore or skirt Green and white cotton dress White, green or grey socks or green, grey tights Green jumper or cardigan with logo Flat Black shoes	Yes
Year 2 to Year 6 Plain white shirt or revere collar blouse School tie (green and yellow not elasticated) Grey trousers or shorts with grey socks Green or grey pinafore or skirt or culottes Green and white cotton dress White, green or grey socks or green, grey tights Green jumper or cardigan with logo Flat Black shoes	Yes
PE Kit	
Plain white T-shirt (EYFS) House colour T-shirt (Year 1 upwards) Green shorts Plain dark green tracksuit Velcro Black or White Trainers (EYFS, Year 1 &2) Trainers (Year 3 upwards) black or white colour	

8. Where to purchase or acquire uniform

Items with logos can be purchased from Oz Schoolwear, 6 Chatsworth Parade, Petts Wood, BR5 1DF. Telephone number: 01689 824767 or visit their website: https://ozschoolwear.co.uk/product-category/wickham-common/

We also work with Price & Buckland, and you can order uniform online directly with them at www.pbuniform-online.co.uk/wickhamcommon.

Other items of uniform can be purchased from other retailers but must meet the expectations of colour and it and meet standards of modesty.

9. Outdoor clothing

Children should bring a coat to school each day, apart from during the hotter weather. Hats, scarves and boots should not to be worn inside the school buildings.

10. Footwear

Pupils must wear closed-toed, hard-soled, **all black** plain shoes with a flat sole.
Footwear with flashing lights are not appropriate for school.
Boots are not allowed.
Trainers may not be worn as school shoes
Open-toed sandals should not be worn, even in the Summer Term.
In the case of extreme weather children can wear boots to school but must change into a pair of shoes on arrival to school.

Acceptable Shoes		Unacceptable Shoes	

11. Hairstyles

Pupils' hair should be neatly groomed and tidy at all times. Long hair should be tied back neatly. Pupils may not wear designs or words cut into their hair or permanent or temporary coloured hair. Hair must be of a natural colour. Hair accessories must be green, brown, grey, black or white

12. Fingernail Polish or Make-Up

Pupils are not allowed to wear fingernail polish or false nails.
Make-up is not allowed.

13. Jewellery/Accessories

Pupils may wear a watch (with no sound effects, cameras or games) smart watches are not permitted.

Pupils may wear one pair of small, stud earrings which must be worn in the lower ear lobe. All studs must be removed for PE by the child or taken out at home- staff must not remove or replace earrings. If the child is unable to remove the earrings they must be taped to enable participation in PE sessions until they are able to do so. For this reason, we would suggest that, if you are thinking of getting your child's ears pierced, you arrange to do so at the start of the summer holiday to allow time to heal. All other jewellery must be removed during PE lessons.

There are two exceptional circumstances for faith jewellery, these are:

Hindu Rakhi, (a cotton bracelet) this cannot be removed and this should be taped to the arm, or covered with a sweatband during PE for safety precautions.

Sikhism Kara (metal bracelet 1 of the 5 Ks) should be pushed up the arm and taped for safety precautions or covered with a sweatband.

Please note that the school will be unable to take any responsibility for any watches or jewellery that are lost or misplaced.

14. 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

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

On non-uniform days, we also ask parents and carers to ensure children are dressed in clothing that is appropriate for a school environment, respectful, and supports pupils' dignity and comfort.

Parents are also expected to contact the Head Teacher, if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics, or
- 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.

Staff

Staff will closely monitor pupils to make sure pupils are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with a meeting request from the Headteacher if the situation does not improve.

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 and the pupil will not miss classroom teaching because of a sanction.

Staff will be role models for pupils in their attire and presentation.

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, for example by ensuring that alternative suppliers are checked regularly.

15. Monitoring arrangements

This policy will be reviewed every two years by the Headteacher, in addition to regularly monitoring the cost of uniform through various providers. At every review, it will be approved by the full governing body.

16. Links to other policies

This policy is linked to our:

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

These policies can be found on the Wickham Common website

https://www.wickhamcommonprimaryschool.org/page/?title=Policies+%2D+Wickham+Common+Primary+School&pid=35