



**Crispin
School**

Aspiration - Compassion - Excellence

School Uniform Policy



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1. Aims

We are proud of our uniform, it brings us together as a community. The school expects the uniform to be worn correctly and with pride and works to uphold this.

1.1 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

2.1 The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

2.2 To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all students 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 students.
- Allow all students to style their hair in a way that is appropriate for school and makes them feel most comfortable.
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow students to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment.
- Allow students to wear headscarves and/or other religious garments.
- Allow students with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs.
- Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents/carers to get in touch with the school office, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

3. Limiting the cost of school uniform

3.1 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 (DfE) on the cost of school uniform.

3.2 We understand that items with distinctive characteristics (such as branded items, or items that need to have 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 / carers' ability to 'shop around' for a low price.

3.3 We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents / carers

3.4 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 and/or long-lasting items, such as ties.
 - Avoiding specific requirements for items students 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.
- Making sure that arrangements are in place for parents / carers to acquire second-hand uniform items.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents / carers of any changes.
- Consulting with parents / carers and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

4. Expectations for Crispin's uniform

4.1 Our uniform:

Branded:

- Branded black V Neck school jumper
- Lower school branded House tie.
- upper school gold branded tie.

Generic:

- Plain white shirt (long or short sleeved)
- Mid-grey school trousers.
- Mid-grey pleated school skirt (to be worn at an appropriate length).
- Black socks.
- Polishable black shoes (no branding / air bubbles).
- Black tights (no leggings to be worn under skirts).

Branded PE kit:

- Branded black t-shirt.
- Branded black $\frac{3}{4}$ zip top.

Generic:

- Black shorts (no logo)
- Black skort (no logo)
- Black tracksuit bottoms (no logo)
- Black football / rugby socks (no logo)

Jewellery:

- 1 stud in each ear.
- No visible necklaces.
- No rings.
- No facial piercings.

4.2 Where to purchase it:

- All branded uniform can be purchased from South West Schoolwear. Shops are located in Wells and Yeovil.
- All non-branded uniform items can be purchased from a range of high street retailers or are available online.
- Second-hand uniform:
Notification relating to second-hand uniform sales will be provided by the school office through the school's parent / carer bulletin and through social media notifications.

5. Expectations for our school community

5.1 Students:

5.1.1 Students are expected to wear the correct uniform at all times (other than specified non-uniform days) while:

- On the school premises
- Travelling to and from our school
- At out-of-school events or on trips that are organised by the school, or where they are representing the Academy (if required). We will inform you if you do not need to wear school uniform when on an external trip or visit.

5.1.2 Students are also expected to contact the Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents and carers:

5.2.1 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

5.2.2 Parents/carers are also expected to contact the Headteacher if they have concerns about the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

5.2.3 Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our Trust complaints policy

5.3 Staff:

5.3.1 Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply, but will follow up with the Assistant Headteacher – Behaviour and Culture, if the situation doesn't improve.

5.3.2 Ongoing breaches of our uniform policy will be dealt with in line with our behaviour policy.

5.3.3 In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

5.4 Local Partnership Board:

5.4.1 The Local Partnership Board will review this policy to make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents/carers and students
- Offers a uniform that is appropriate, practical and safe for all students

5.4.2 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 avoiding single supplier contracts and by re-tendering contracts at least every 5 years.