



Manchester
Communication
Primary
Academy

Manchester Communication Primary Academy

School Uniform Policy

Approval History

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Contents

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

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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils 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 pupils or their parents/carers to get in touch with the headteacher, 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

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.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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:

Our school has 2 optional branded uniform items – jumpers and PE fleeces with an embroidered logo (although jumpers/cardigans of the correct colour without an embroidered logo are acceptable)

- Providing vouchers to purchase a jumper for free when a child starts at school or Y6.
- Providing the provision for a low-cost pre-loved uniform through school.
- Allowing pupils to wear trainers which are all black as part of their uniform, meaning that they can also be worn outside of school.
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Avoiding different uniform requirements for extra-curricular activities (these are provided by school)
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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

We expect all pupils to dress smartly in school uniform for every typical day of school. This includes an appropriate combination of:

- School jumper or cardigan (green for nursery -Y5, black for Y6) jumpers should have the school logo on them, although non-logo jumpers/cardigans are also acceptable so long as they are similar in style and do not have any other branding.
- White t-shirt/shirt/blouse.
- Grey or black trousers/shorts/skirts in a 'school' style, i.e. not jogging bottoms and not bearing any brand or logo.
- Dresses or playsuits in a gingham style – preferably in green.
- Black footwear, bearing no logos or other colours
- On PE days pupils should wear:
 - A school fleece – or plain black fleece
 - A white crew neck t-shirt
 - Plain black bottoms (jogging bottoms or shorts as preferred).
 - Trainers, these can be of any colour.
- Jewellery should not be worn, unless for religious reasons. Earrings should be 2 small studs or sleepers, and removed for PE. Other jewellery, such as piercings, bracelets and necklaces are not permitted.

- No makeup should be worn
- False nails of any kind are not permitted
- Pupils with long hair are strongly advised to wear it up in a bobble or band to reduce risk.
- We ask all children to bring a waterproof coat to school.

4.2 Where to purchase it

MCPA's uniform is stocked by Ziggy's schoolwear: [Ziggys Schoolwear Manchester | Quality School Uniform & P.E Kits](#)

MCPA also holds a stock of second hand uniform which can be purchased at a very low cost via the school office.

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)

Pupils 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

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/carers are also expected to contact the headteacher 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/carers 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/carers to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the school's leadership team.

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.

5.4 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/carers 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 avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed every 3 years and approved by the local governing board.

7. Links to other policies

This policy is linked to our:

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