Mosaic Partnership Trust

50 Uniform Policy (Ref MPTUP)

Version 0.1

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Version	Date	Page	Change	Origin of Change
V1.0		Whole Document	Adoption by the Mosaic Partnership Trust and Implementation	New Academy Trust requirement of a Uniform Policy

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1. Introduction

This policy sets out the approach to school uniform across the Mosaic Partnership Trust.

It reflects the Department for Education's non-statutory guidance on school uniform and the statutory guidance on the cost of school uniforms (updated October 2025).

The Trust is committed to ensuring that our uniform policies:

- support inclusion, equality and pupil wellbeing in line with the Trust principles
- are affordable and provide value for money
- promote a shared sense of belonging and positive school ethos
- comply with the Human Rights Act 1998 and Equality Act 2010

For the purpose of this policy, "parents" includes all those with parental responsibility, including carers and guardians.

2. Purpose of School Uniform

The trust strongly supports the use of school uniform as it:

- promotes a sense of belonging and identity
- supports positive behaviour and discipline
- reduces peer pressure related to clothing
- contributes to safeguarding (easy identification of pupils)

However, these benefits must never be undermined by cost.

3. Roles and Responsibilities

3.1 Trust Board

The Trust Board are responsible for:

- determining uniform expectations and appearance standards
- ensuring compliance with equality and human rights legislation
- having regard to statutory guidance on uniform cost
- reviewing the policy annually
- considering stakeholder feedback when making changes

3.2 Headteachers

Headteachers are responsible for:

- implementing the policy consistently and fairly
- ensuring staff understand expectations
- supporting families where there are barriers to compliance

4. Principles of the Policy

All Mosaic Partnership Trust schools ensure school uniforms:

- are inclusive and flexible
- are affordable, minimising branded items
- allow for reasonable adjustments and individual needs
- take into account health, safety and safeguarding

Trust and school expectations are clearly communicated to families.

5. Nursery Provision

In line with the Mosaic Partnership Trust's inclusive and developmentally appropriate approach:

- There is no school uniform requirement in Nursery settings

Nursery-aged children should wear:

- Comfortable, practical clothing suitable for play-based learning
- Clothing appropriate for indoor and outdoor activities

Schools may provide guidance to parents (e.g. on spare clothes, waterproofs) but no specific uniform items (branded or generic) may be required

6. Uniform Requirements (Reception – Year 6)

Each school will publish a simple uniform list, which will:

- include no compulsory branded items
- maximise use of generic, widely available clothing
- avoid requirements for expensive or specialist items
- include sensible, safe footwear
- Schools will avoid gender-specific requirements.

7. Cost and Affordability

Uniform must be affordable and must not:

- Prevent school applications
- Impact attendance
- Limit participation

8. Physical Education (PE) Kit

PE kits must:

- be practical, comfortable and suitable for activities
- be low-cost and widely available
- be inclusive and flexible
- have no branding

Schools will:

- provide options (e.g. shorts, skorts, tracksuits)
- promote participation and comfort

9. Adaptations and Exceptions

Schools will adopt a flexible and reasonable approach, including:

- Adjustments for religious dress (e.g. head coverings)
- Adaptations for disability or sensory needs (as identified through sensory profiling)
- Flexibility during extreme weather (e.g. hot weather uniform changes)
- Adjustments for medical conditions

Requests for variation will be considered sensitively and individually.

10. Changes to Uniform

Schools must:

- Avoid frequent changes
- Provide notice and transition periods
- Consider financial impact

11. Uniform Access and Choice

Parents must:

- Be able to purchase all required items from multiple retailers
- Not be directed to a single supplier

12. Second-Hand Uniform

All schools must:

- Provide access to second-hand uniform
- Publicise availability clearly
- Ensure access is inclusive and discreet

13. Financial Support

Schools must:

- Identify a named staff contact for uniform support
- Consider families experiencing financial hardship

Support may include:

- Support for families experiencing financial hardship
- Uniform donations
- Local grants
- School-based support

14. Equality, Inclusion and Human Rights

Uniform policies must:

- Comply with the Equality Act 2010
- Avoid discrimination
- Allow adjustments for:
    - Religion
    - Culture
    - SEND
    - Medical needs

Trust practice includes:

- Flexible uniform choices

- Gender-neutral approaches
- Adaptations where required

The trust expects schools to address bullying related to clothing promptly in line with the anti-bullying policy.

15. Supporting Attendance and Inclusion

Schools must:

- recognise uniform as a potential barrier to attendance
- support pupils with access to clothing
- never exclude pupils from activities due to uniform issues with the exception of where clothing or footwear may impact child safety

16. Non-Uniform and Event Based Days

Where schools hold non-uniform and/or event-based days, they will:

- provide clear guidance on appropriate clothing
- ensure participation is not dependent on payment
- consider inclusion of all pupils in any non-uniform or event based days

17. Non-Compliance

Schools will:

- take a supportive, compassionate and proportionate approach
- consider underlying reasons such as financial hardship
- if there are any sanctions, these must not impinge on attendance at school

18. Information for Parents

Each school must publish:

- clear uniform expectations
- confirmation that no branded items are required
- information about where items can be purchased
- Second-hand arrangements

19. Complaints

Complaints will be handled locally in line with the Mosaic Partnership Trust Complaints Policy

20. Implementation and Review

All schools must:

- ensure compliance with this policy
- update and publish school-level appendices

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Appendix A: St Michael's Primary School Uniform Details

Our named school contact for uniform is: Emma Hillocks

1. Key Principles

At St Michael's Primary School

- All uniform can be purchased as generic items from a wide range of retailers
- No branded items are required
- Optional branded items are available but not expected

2.Everyday School Uniform

Item	Required or Optional	Branding	Where to Purchase
School jumper/cardigan (colour: red)	Required	No branding required	Any retailer / optional supplier
Polo shirt (colour: red or white)	Required	No branding required	Any retailer / optional supplier
Trousers/skirt/shorts (colour: black or grey	Required	No branding required	Any retailer
Summer dress (if applicable, colour: red)	Optional	No branding required	Any retailer
Shoes or black coloured trainers (plain black, flat)	Required	No branding required	Any retailer

3. PE Kit

Item	Required or Optional	Branding	Where to Purchase
T-shirt (colour: plain white)	Required	No branding required	Any retailer / optional supplier
Shorts/joggers/leggings (colour: black)	Required	No branding required	Any retailer
Trainers, daps or plimsolls	Required	No branding required	Any retailer
Hoodie/Sweatshirt (Colour: black)	Optional	No branding required	Any retailer / optional supplier

4. Optional Branded Items

The following items may be purchased but are **not required**:

- Book bag
- Coat/fleece
- Generic alternatives are always acceptable