



St John's C of E Primary School

# School Uniform Policy

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| Policy written by                            | Juniper Education                |
| School Staff were consulted on this document | March 2023                       |
| Reviewed by Full Governing Body              | May 2023                         |
| To be reviewed                               | When Juniper update their policy |

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## **1.0 Introduction**

It is our school policy that all children wear school uniform when attending school, or when participating in school-organised events outside normal school hours. Some items of uniform can be bought via the link on the school website, whilst others are easily available, at very competitive prices, at local shops and supermarkets. A complete list of the items needed for school uniform including those for Physical Education, can be found in this policy.

## **2.0 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
- Help to create a sense of community and belonging to the school
- Identify the pupils with the school
- Support our commitment to inclusion

## **3.0 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, belief or disability and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniforms 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 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 for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Headteacher, who can answer questions about the policy and respond to any requests.

## **4.0 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 branded items, or items that have 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' ability to 'shop around' for a low price.

We 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
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items pupils 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 leveller
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- 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

## 5.0 Expectations for school uniform

### 5.1 Our school's uniform

Winter -            grey skirt, pinafore or trousers\*  
                         white blouse or shirt with school tie  
                         purple cardigan or jumper  
                         If wearing skirt or pinafore wear white or grey socks/tights  
                         If wearing trousers wear black or grey socks

Summer -           short grey trousers, culottes  
                         purple and white gingham dress  
                         purple and white gingham playsuit  
                         white short sleeve blouse or shirt with school tie  
                         If wearing gingham dress wear white socks  
                         If wearing short grey trousers wear black or grey socks

\*trousers must be uniform trousers as opposed to fashion trousers

P.E. CLOTHING:

Purple polo shirt, black shorts, black tracksuits and trainers for outdoors

SWIMMING KIT:

Black swimsuit / black shorts or trunks, towel, swim hat

All clothing to be labelled with child's name.

## 5.2 Where to purchase uniform

School uniform is available to buy from Smarty Pants school wear on 01277 363275 or [www.smartypantsschoolwear.com](http://www.smartypantsschoolwear.com).

Most items can be purchased at local stores.

## 6.0 Expectations for our school community

### 6.1 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), unless otherwise instructed by the school.

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.

### 6.2 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 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 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.

### 6.3 Staff

Staff will closely monitor pupils to make sure they are wearing the 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 does not improve.

Ongoing breaches of our uniform policy will be dealt with by the Headteacher.

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.

### 6.4 Governors

The governing body 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, affordable and safe for all pupils

The governing body 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.

## **7.0 Watches, Jewellery, Nail Varnish and Hair**

### 7.1 Watches

Watches may be worn but must be removed for PE and swimming. If a child is wearing a smart watch, the function to disable the watch being connected to the phone must be enabled during school hours. If a child is using a smart watch, other than for telling the time the watch will be kept by the class teacher and returned at the end of the day.

### 7.2 Jewellery

Only stud earrings may be worn but must be removed for PE and swimming. Only 1 earring per ear is permitted.

Children are not permitted to wear necklaces, rings or bracelets.

If these items are seen by an adult we will ask the child to remove them and they will be kept securely before being returned to the child at the end of the day.

### 7.4 Nail Varnish

Nail varnish is not permitted at school unless it is for a special charity event when the use of nail varnish will be permitted for that day only.

## 7.5 Hair

Hair that is shoulder length or longer must be tied up and away from the face at all times.

Non-natural hair colour is not permitted unless it is for a special charity event when the use of hair colour will be permitted for that day only.

## 7.6 Hair accessories

It is preferable to have plain or gingham school colours, clips, bows or hair bands. However, purple or purple and yellow hair accessories are often hard to source therefore we also allow plain natural hair coloured hair accessories. If a bow is worn this must be of small size.

On charity fundraising days alternative hair accessories are permitted for that day only.

## 8.0 Links to other policies

This policy is linked to our:

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