St John’s C of E Primary School

School Uniform Policy

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St John's C of E Primary School
School Uniform Policy

Our Vision
Learn Together • Achieve Together • Celebrate Together
'and let your light shine' – Matthew 5:16

Our Mission Statement
To enable all children to achieve their true potential in a caring and inclusive community based on Christian values

Our Values
Respect • Responsibility • Kindness • Perseverance • Truthfulness

1. 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. Wearing our uniform helps pupils to feel part of the St John's family: we learn together, achieve together and celebrate together. It reflects our values of respect and responsibility, showing pride in belonging to our school community. 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. 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. 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. 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. Expectations for school uniform

5.1 Our school's uniform

Our full uniform expectations, including guidance for PE and swimming, are set out in Appendix A: Uniform Expectations. This appendix provides clear written details and visual examples to support families in understanding what is expected.

All pupils are expected to wear the correct uniform, as outlined in the appendix, at all times (except on specified non-uniform days).

5.2 Where to purchase uniform

School uniform is available to buy from Smarty Pants Schoolwear on 01277 363275 or www.smartypantsschoolwear.com.

Most items can also be purchased at local stores, or through the school's second-hand uniform arrangements.

6. 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.

By wearing their uniform correctly, pupils:

- Demonstrate **responsibility** and **perseverance** in meeting school expectations
- Show **respect** for the St John's community and take pride in belonging to it
- Contribute to a shared identity that helps us *"Learn Together, Achieve Together, Celebrate Together"*

Where there is a need to request an amendment to the uniform policy in relation to protected characteristics, this should be raised by parents/carers with the Headteacher.

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 unform 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.

6.5 Uniform Reminder Slip

Staff will remind pupils if their uniform is not correct. If the issue persists despite reminders, a **Uniform Reminder Slip** will be sent home to parents/carers (see Appendix B). This slip identifies the specific area(s) of uniform not in line with policy and requests support in ensuring the correct uniform is worn. In line with our Christian values of respect and kindness, the slip is a supportive reminder, not a sanction. We will always seek to work in truthfulness and partnership with families, recognising that circumstances vary. Where there are difficulties in sourcing or providing uniform, families are encouraged to contact the school office so that solutions can be found together.

7. 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.

7.3 Nail Varnish

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

7.4 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 a for a special charity event when the use of hair colour will be permitted for that day only.

7.5 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. Links to other policies

This policy is linked to our:

- Behaviour Management Policy
- Equality information and objectives statement
- Concerns and Complaints policy

Appendix A: Uniform Expectations

St John's Uniform

Please see below a guide to what uniform to wear at St John's. If you have any questions, please don't hesitate to get in touch.

Uniform	Notes
 White Shirt White Blouse White Polo Shirts **(EYFS only)**	The EYFS polo shirt can be bought with the school logo, or without. Children in Y1-Y6 should wear a shirt or blouse, not the polo shirt.
 Grey Trousers Grey Shorts Grey Skirt Grey Dress	Skirts and dresses should be knee-length or just above.
 Jumpers and Cardigans	The purple jumpers and cardigans can be bought with the school logo, or without.
 Gingham Summer Dresses	Summer dresses can be worn from Easter until October Half-term. White socks should be worn with the Summer dresses, not tights.

Uniform	Notes
 PE Tops PE Jumpers	PE tops and jumpers can be bought with the school logo, or without. A plain black jumper or zip-up is absolutely fine, but no hooded jumpers. No branded sportswear.
 PE Shorts Cycling Shorts Joggers Sports Leggings	PE shorts should be of appropriate length. No branded sportswear.
 Swimming Costume Swimming Shorts Yellow Swimming Hat	A plain black swimming costume or pair of swimming shorts should be worn, plus a yellow swimming hat.
 Black School Shoes Black School Shoes Plain Black Trainers PE Trainers	Children can wear plain black shoes (matte or patent) or trainers with their formal uniform. Children can wear any outdoor trainers with their PE kit.
 Y1 & Y2 Tie Y3-Y6 Tie	Children in Y1 & Y2 can wear the elasticated school tie. Children in Y3-Y6 should wear the standard tie.

Extra Information

Socks: Black or grey with trousers, white or grey with skirts or dresses and white with Summer dresses.
Hair: Shoulder length or longer should be tied up. Small bands and bows can be worn in our school colours.
Jewellery: No jewellery is to be worn to school except small stud earrings.
Shirts: All shirts should be worn tucked in.

Appendix B: Uniform Reminder Slip

Date: Child's Name: Class:

Dear Parent/Carer,

As part of our high expectations at St John's, we are focusing on ensuring that all children follow the school uniform policy. Your child has received repeated reminders regarding the following areas of uniform:

□ Shirt/blouse not correct

□ Trousers/skirt not correct

□ Footwear not appropriate (e.g. trainers instead of shoes)

□ PE kit incomplete/incorrect

□ Hair/accessories not in line with policy

□ Other: _____

We kindly ask for your support in ensuring that your child comes to school in the correct uniform. This helps us maintain a sense of pride, equality, and belonging across the school community.

If you are experiencing any difficulties in sourcing or providing the correct uniform, please contact the school office—we are here to help.

Thank you for your support.

Teacher/Staff Signature: