



St John's Church of England Primary School

Finding the light in ourselves and each other

Inspired by the Gospel according to John (chapter 8, verse 12)

School Uniform Policy

An aspirational school that encourages every child regardless of their background to 'soar on wings like eagles' in their learning and personal development (Isaiah 40:31)

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| Approved By | Full Governing Body |
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**A truly inclusive school that is built upon the values of
Hope – Joy – Love – Forgiveness – Faith - Goodness**

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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 (please see additional note in 4.1)
- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable (see additional note in 4.1, appendix b and appendix c for further information)
- 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 to get in touch with the Headteacher who can be contacted through 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

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 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 by making these items optional.
- › Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as book bags and PE bags.
- › 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
- › Avoiding different uniform requirements for different year/class/house groups
- › Avoiding different uniform requirements for extra-curricular activities
- › Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- › 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

4. Expectations for school uniform

4.1 Our school's uniform

- › All branded items of school uniform are optional.
- › The colours specified for uniform items as identified in Appendix A are mandatory.
- › For expectations around jewellery, accessories and hairstyles we have taken into account the Equality Act 2010 so to ensure an inclusive approach and to avoid discrimination. Please see additional notes below for detailed guidance.
- › Good footwear that is suitable for school activities is important, and the school permits plain black shoes and plain black trainers only. Please note that children are not permitted to wear shoes with a heel or boots of any type, with the exception of wellington boots.
- › At different times throughout the year (weather dependent or activity based), children may be required to wear or bring in wellington boots.
- › At different times throughout the year (weather dependent), children may wear tailored grey shorts or a pale blue gingham summer dress.
- › It is mandatory that children wear their uniform appropriately and that the length of all uniform items worn, takes into consideration the age and height of the child. If uniform is not worn appropriately or does not take into consideration the age and height of the child then the child could be asked to change into their PE Kit or a parent could be contacted to bring in the required uniform. Should this part of the uniform policy be persistently breached the behaviour policy will be applied.
- › At St John's we celebrate our children's uniqueness and hair-styles are an important part of a individual's identity. However, it is a requirement of the school that all children will tie all of their hair back if it is in their eyes or at a length which enables this to be done. This requirement is for health and safety purposes, the importance of good hygiene and to aid good concentration when

learning. If a child hasn't got a suitable hair accessory, then they will be provided with one by the school. This expectation applies at all times when the school uniform policy is applicable.

- Children are not permitted to wear any type of make-up including nail varnish. If children attend school wearing make-up they will be provided with the means to remove it. If your child is unable to independently remove their make-up, they will be assisted by an appropriate member of staff.
- Jewellery maybe worn during school times as long as the following criteria applies: jewellery worn is of religious significance and has to be worn; ear-rings worn are studs and not loose or hoops. In general, wrist bands, bracelets, bangles and necklaces are not to be worn.
- Children may wear suitable and inexpensive watches for the purposes of telling the time and monitoring steps, but mustn't be worn as a fashion accessory or pose a safeguarding concern e.g. have the ability to take recordings of any type; to take photos; to make or receive phone calls or to have the ability to send or receive message. Watches will be removed and confiscated if they are deemed to be inappropriate for school.

4.2 Where to purchase it

- Our branded items relating to our school uniform can be purchased by visiting Smarty Schoolwear in Hatfield or by visiting their website: <https://www.smartyschoolwear.co.uk/>. If you prefer to buy non-branded school items, then these can be found in most supermarket stores and clothing retailers.
- Throughout the year our Parent Teacher Association will provide the facility to purchase second-hand uniform items.

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) and follow the guidance within this policy at all times 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 by speaking with a member of staff in the School Office 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 are also expected to contact the Headteacher by speaking with a member of staff in the School Office 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.

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 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.

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 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 two-years by the Headteacher. At every review, it will be approved by the full governing board. The monitoring of uniform expectations being followed takes place daily and a persistent breach, if not for financial reasons, will be followed up by using the behaviour policy.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Healthy Eating and Drinking Policy
- Mobile Phones Policy

Appendix A

Pupil's Dress Code

Uniform List

- School grey trousers
- Tailored school grey shorts
- School grey skirts
- School grey pinafore dresses
- Grey/White tights/socks
- Pale blue gingham dress – there are many different styles – all are welcome as long as the gingham part is pale blue.
- White polo shirt (logo optional)
- Navy sweatshirt (logo optional but preferable)
- Navy fleece (not required but optional with or without logo)
- Navy cardigan (logo optional but preferable)
- Plain black shoes or plain black trainers (no boots of any type unless wellington boots are required)
- *Optional – children may wear cycling type black or navy shorts underneath dresses and skirts.*

All items of clothing must be an appropriate length for the age and height of the child. If an item of clothing is deemed to be an inappropriate length for the age and height of the child, then they will be asked to change into their PE kit and their parent or carer contacted to bring in a different item of uniform.

PE Kit (N/A in Nursery)

- Plain Black shorts or skorts
- Plain white t-shirt (round neck that is with or without the school logo)
- Plain black joggers (weather dependent)
- School sweatshirt, cardigan or fleece maybe worn (weather dependent)
- Plain black trainers
- *All jewellery must be removed and at the very least studs must be covered up with masking tape during PE lessons. If children are wearing jewellery, they must be able to remove jewellery and put it back in independently.*

Appendix B

Pupil's Dress Code – Additional Items

Required Items

- Coat (suitable for the weather)
- Book-bag
- PE bag
- Water bottle

Optional Items

- Watches (watches will be removed and confiscated if they have the ability to take recordings of any type, the capacity to take photos, the ability to make or receive phone calls or the ability to send or receive message).
- In Year 5 and Year 6, children may bring in a mobile phone, which must be handed in to a member of staff at the start of registration (see mobile phone policy for further details).
- A navy cap, sun hat or pale blue gingham summer hat – weather dependent.
- Hair accessories such as alice bands and hair bobbles must be either plain black, plain navy, plain light blue or blend in with the child's natural hair colour – these should also be small and discreet.

Appendix C

The Halo Code

Our school champions the right of staff and students to embrace all Afro-hairstyles. We acknowledge that Afro-textured hair is an important part of our Black staff and students' racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance.

We welcome Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps.

At this school, we recognise and celebrate our staff and students' identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on anyone's ability to succeed.