

**St John's Church of England VA Primary School**



# **Uniform Policy**

**Agreed: December 2024**

**Review: December 2026**

**St John's Church of England VA Primary School**

**Teaching and Learning Policy**

# Sharing joy and hope in the community

***When considering school uniform, it is important for all the school community to reflect, considering our vision statement, 'Sharing joy and hope in the community'; along with the school values Respect, Compassion, Friendship, Service and Endurance. Through this we will ensure we are guided into good decisions to support all those in the St John's community.***

## **Statement of intent**

St John's C of E Primary School believes that a consistent school uniform policy is important to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

## **Legal framework**

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

## **Roles and responsibilities**

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
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- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.

The headteacher is responsible for:

- Monitoring the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is not wearing school uniform.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Processing all eligible School Uniform Assistance Applications.

Staff members are responsible for:

- Monitoring that pupils dress in accordance with this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean and presentable.

Pupils are responsible for:

- Wearing the correct uniform, unless the headteacher has granted an exemption.
- Looking after their uniform.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

### **Cost principles**

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.

- Looked After Children and Post Looked After Children.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps variations in school uniform to a minimum where possible to ensure that pupils can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school works with a local supplier to obtain the best value for money possible.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

### **Equality principles**

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible.

### **Complaints and challenges**

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

### School uniform supplier

Our current school uniform supplier for branded clothing is:

Workwear Online, Unit A12 Westpark 26 Wellington, Somerset, TA21 9FH Tel: 01823 663556  
[www.workwearonlineltd.com](http://www.workwearonlineltd.com)

Other items of non-branded school uniform are widely available from a range of retailers.

The governing board will be able to demonstrate how uniform is procured at the best value for money. The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school does not make agreements with suppliers before requesting visualisations of proposed uniform, as well as fabric samples.

### Non-compliance

Staff members ask children about their school uniform if they are not wearing the correct uniform. From this point, a suitable amount of time may be given to resolve the situation (e.g. my parents are going to take me at the weekend to purchase some new shoes) or a conversation with the parents may be held by the staff member.

### SEND Pupils

When appropriate there can be changes made to the uniform policy if it is deemed necessary for the needs of an individual. For example, sensory needs make the wearing of buttoned collar unbearable to the point that distress is caused.

### School uniform

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Regular school uniform – KS1 and KS2				
Grey or black skirt, pinafore dress, trousers or shorts	Required	No branding	Not available from school supplier. Available from regular retailers.	N/A
Red and white checked or striped school dresses	Optional	No branding	Not available from school supplier. Available from regular retailers.	N/A
Black, grey or white socks or black/grey tights	Required	No branding	Not available from school supplier. Available from regular retailers.	N/A
White shirt/blouse	Required	No branding	Not available from school	N/A

			supplier. Available from regular retailers.	
School tie	Required	Logo on tie	Available at the school office.	
Black shoes or black trainers	Required	No branding	Available from regular retailers.	N/A
Red cardigan or v necked sweatshirt	Required	School logo on right-hand side (optional)	Branded sweatshirt and cardigan available from school supplier	£11.95/£9.95
Red school fleece	Optional	School logo on right-hand side	Branded fleece available from the school supplier	£12.95
Red reversible coat	Optional	School logo on right-hand side	Branded coat available from the school supplier	£16.95
<b>Regular school uniform - EYFS</b>				
White polo shirt (no tie expected at EYFS)	Required	School logo on right-hand side (optional)	Available from regular retailers. An optional branded version available at supplier.	£6.95

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
<b>Regular PE uniform – whole school</b>				
Plain red t shirt	Required	School logo on right-hand side (optional)	Branded t shirt available from school supplier	£5.45
Black/Dark blue shorts	Required	No branding	Not available from school supplier. Available from regular retailers.	N/A
Plimsolls or trainers	Required	No branding	Not available from school supplier. Available from regular retailers.	N/A
Red PE Hoodie	Optional	School logo on right-hand side	Branded hoodie available from school supplier	£10.95

## **Jewellery**

Permitted jewellery is:

- One pair of stud earrings – no other piercings are permitted.
- A smart and sensible wrist watch.

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. All jewellery must either be removed or taped over during practical lessons, including PE lessons.

Make-up and nail varnish is not allowed to be worn.

## **School bag**

Pupils may use an appropriately sized waterproof bag to carry their books and equipment.

School bags featuring inappropriate images, slogans or phrases are not permitted.

The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

## **Hairstyles**

Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk and therefore should be tied back. Long hair must be tied up during practical lessons, e.g. during PE. In addition, children need to have an appropriate hairstyle for school and is not viewed as being extreme.

## **Adverse weather**

All pupils should wear weather-appropriate clothing including a suitable coat during wet weather.

## **Labelling**

All pupils' clothing and footwear is clearly labelled with their name.

Any lost clothing is taken to the lost property cupboard in school. All lost property is retained for six weeks and is disposed of if it is not collected within this time. Effort is made to return items by staff which is correctly labelled.