



St John's Church of England (Aided) Primary School
School Uniform Policy

Responsibility:	Full Governing Board
Reviewed:	Annually
This version dated:	November 2024
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Version:	1

Love – “.....that you love one another as I have loved you....” John 13:34

Respect - “Therefore, however you want people to treat you, so treat them, for this is the Law and the Prophets” Matthew 7:12

Truth - “I am the way, the truth and the life. No one comes to the Father except through me” John 4:16.

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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 (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- 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/carers to get in touch with Mrs Angela Nicholls, Headteacher, 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 (DfE) on the cost of school uniform.

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We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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. We therefore ask that only the jumper has the school logo on it.
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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

Our school uniform consists of

- Royal blue branded sweatshirt, cardigan or v-neck sweatshirt.
- Plain white polo shirt, shirt or blouse
- Plain dark grey trousers, skirts or pinafore dress
- White, grey or black socks or tights.
- Black sensible school shoes, which support and protect their feet. These should be secured to their feet with laces or straps. Slip on shoes or high heels are not acceptable. Trainers should not be worn with their school uniform.

Warmer weather

During the warmer weather, the children may choose to wear:

- Blue and white checked summer dress or playsuit
- Grey tailored shorts.

Physical Education kit.

For Physical Education lessons, children need:

- A white polo shirt or t-shirt
- Plain navy or black shorts
- White socks

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- Trainers
- A dark navy or black tracksuit for colder weather (optional)

Swimming

In year 5, the children take part in swimming lessons as part of the Physical education curriculum. For these lessons, children need a swimsuit or swim shorts and a towel.

Hair

All children with long hair should have this tied back in school. This is to avoid it getting in the children's way during their learning.

Haircuts and hairstyles should be conservative style. There should be no lines or patterns cut into the hair. Cuts should be no shorter than a grade 2.

Jewellery

For safety reasons the wearing of earrings is discouraged as it represents a risk to those wearing them and others, particularly in PE/games. Where earrings are worn, they should be plain gold or silver studs only and it is the responsibility of parents to provide a sticking plaster or microform tape to cover earrings that cannot be removed.

Non -smart watches may be worn. Smart watches that have internet capability should not be worn in school for safeguarding reasons. No other jewellery is allowed.

The school accepts no responsibility for loss or damage to any earrings or watches worn to school.

School bag

Children in the Infant part of the school (Yr R – 2) are encouraged to have a school reading bag. This can be purchased from school kit or via our second hand uniform store. This is to help support us in storing bags where there is limited cloakroom space and also to ensure reading books are looked after when being transported to and from school

In the Juniors (Year 3 – 6), the children may bring in a small, plain rucksack. Please ensure this is small as we have limited peg space.

Branded items of uniform

The only branded item required is the school sweatshirt. Other than that, all other items can be generic.

4.2 Where to purchase it

The school sweatshirt can be purchased from Schoolkit either directly from their store (*15 Church Street, Basingstoke, RG21 7QG*) or via their website online at www.skoolkit.co.uk.

The Friends of St John's (FOSJs) run a regular second hand uniform store. Details of when these are to be held are advertised on the school website and in the weekly newsletters.

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) 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 should contact Mrs Angela Nicholls, Headteacher, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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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/carers are also expected to contact Mrs Angela Nicholls, 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/carers 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/carers 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 through discussion with the parents and the child.

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/carers 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 2 years by Mrs Angela Nicholls. At every review, it will be approved by the full governing board

7. Links to other policies

This policy is linked to our:

- Behaviour policy

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

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