



St John's Church of England Primary School

## **School Uniform Policy**

<b>Date Approved:</b>	<b>Autumn 2023</b>
<b>Headteacher:</b>	<b>Miss Anna Pyatt</b>
<b>Chair of Governors:</b>	<b>Mr Robin Davis</b>
<b>Review Date:</b>	<b>Autumn 2026</b>

## **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 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 and may be discussed with the Senior Leadership Team.

## **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
- 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 – this includes pencil cases. Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents and carers to acquire second-hand uniform items - PTAs at schools organise regular and well organised second hand sales
- 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**

- At Watford St John's children in KS2 go swimming. There is no branded uniform however the children are expected to wear swimming costumes that are modest (ie not bikinis).
- There is no branded school coat however, we would encourage non-branded coats for school.
- Pierced ears: children are allowed to wear small studded earrings only – this is because accidents can occur should they have hoops or dangly earrings.
- Necklaces and bracelets – items of religious observance can be worn for school; however, this is at the risk of the parent/carer as accidents can happen when children are doing PE or playing.
- Nail polish may not be worn to school.
- Hair: all hair that may interrupt learning (going into the eyes of children) must be tied up for learning. We do not encourage lines or patterns to be shaved into hairstyles. Hair ties/bows must be in school uniform colours or black. Bows must not be longer than 5cm.
- School shoes should be black, and should only have laces when a child is confident at tying laces. PE Trainers should be suitable for sports; inside and outside.

#### **4.1 Our school uniforms**

Expected School Uniform (with expected branded uniform in italics):

##### **Bags**

KS1 and KS2 Branded Purple Rucksack

Reception children are given a green, branded book bag

##### **Winter Uniform**

- Grey shorts, trousers, pinafore dress or skirt
- White polo shirt
- Branded cardigan or jumper with logo
- Grey/white tights/socks
- Black shoes (avoid laces unless your child can tie them unaided)
- Optional Branded Woolly Hat

##### **Summer Uniform**

- Grey shorts, trousers, pinafore dress or skirt
- White polo shirt
- Branded cardigan or jumper with logo
- Grey/white tights/socks
- Black shoes (Avoid laces unless your child can tie them unaided)
- Optional Green and white gingham dress/culottes
- Optional Branded Bucket Hat/Baseball Cap
- Black shoes

##### **P.E. Kit**

- Branded PE T Shirt
- Black Tracksuit Bottoms or shorts
- Sports trainers

## **4.2 Where to purchase branded uniform:**

- [MAPAC GROUP LTD.](#) 6 Mowat Estate, Sandown Road, Watford, Herts, WD24 7UZ. U.K.

Telephone: 01923 25552

- The Friends of St John's CE Primary School pre owned uniform which can be purchased all year round and at specific sales too.

- Any pupil in receipt of the Pupil Premium Grant may be entitled to support with uniform, so please do ask at the school office.

## **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 are also expected to contact the school office, or a member of the school leadership team 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 school office or a member of the leadership team 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 and carers to arrive at a mutually acceptable outcome.

### 5.3 Staff

Staff will closely monitor pupils to make sure they are in 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 doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the school leadership team.

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 The governing body

The governors will review this policy and make sure that it:

- Is appropriate for our schools' 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 re-tendering contracts at least every 5 years.

## **Love, Respect, Value**