



# School Uniform Policy

## Spring 2025

### Linked Policies:

- Behaviour policy
- Equality information and objectives statement
- Complaints policy

### Approved and Authorised by:

Signed: *SM Bowyer* Headteacher

Signed: *L Jones* Chair of Governors

Date: 12<sup>th</sup> March 2025

Date for Review: March 2026

*'I have come in order that you might have life – Life in all its fullness.'* John 10:10

**Dedication - Courage - Joy**

St. John's C.E. (A) Primary School, Wheatly Avenue, Trent Vale, Stoke-on-Trent, ST4 6SB

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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 Mr Farrell (Deputy 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.

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 where possible. For example, by only encourage that some items feature the school logo (Polo top and jumper).
- Limiting items with distinctive characteristics to low-cost. E.g tie.
- Considering quality cheaper alternatives to school-branded items, such as plain red jumper/ cardigans with no logo.
- Avoiding specific requirements for items pupils could wear on non-school days.

- 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
- 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**

Uniform guidance is also emailed out annually and paper copies are always available from the school office.

- White school logo polo/Shirt with Collar
  - School logo Sweatshirt/Cardigan
  - Dark Grey Skirt/Pinafore/Trousers
  - Black, Grey or Red Tights
  - Sensible Flat Black School Shoes **(No Trainers)**
  - Red Check Dress and white socks (Summer Term Only)
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- White school logo polo/Shirt with Collar
  - School logo Sweatshirt/Cardigan
  - Dark Grey / Black Trousers
  - Grey Socks
  - Sensible Flat Black School Shoes **(No Trainers)**
  - Grey Shorts (Summer Term Only)

### **Year 6 Uniform**

As our year 6 are the role models to the rest of the school, and also in preparation for high school we have a unique uniform for them.

- White school shirt
- Red tie
- V neck school logo knit jumper with a yellow trim/ stripe.
- Dark Grey / Black Trousers/skirt
- Grey Socks/tights
- Sensible Flat Black School Shoes **(No Trainers)**

### **Shoes**

For health and safety reasons it is important that sensible footwear is worn by all pupils.

We require children to wear **black school shoes** not trainers as they are not suitable to wear for long periods of time. It is also not acceptable to wear boots (leather/UGG or any other boot style) inside the school building all day as it gets very warm inside during the winter months.

### **Bags**

Children need a red school logo book bag, and logo swimming bag (KS2).

Due to space constraints in our cloakrooms, no other bags should be brought into school.

## Physical Education

PE Kit is the following:

- Plain black shorts – must be worn for indoor PE (no joggers)
- Plain black joggers (for outdoors in colder months and to wear over shorts if they wish during the day)
- Plain white t-shirt (not polo shirt)
- Red logo PE hoodie – see below
- Black trainers (as plain as possible)

Key Stage 2 swimming kit

- Swimming Trunks or a 1-piece costume
- Swimming Caps must be worn (available from the school office)
- Towel
- Logo Swimming bag

## Jewellery/Make-up/Nails

Jewellery should not be worn in school (including necklaces, chains etc.)

We encourage children to wear watches once they are learning to tell the time, but these must not be smart watches with internet access/cameras etc.

If you wish for your child to wear earrings they must be studs only, and the child must be able to remove them themselves in order to take part in Physical Education lessons. This is current health and safety legislation which we must adhere to.

All children must take part in PE lessons, so if your child is unable to remove their earrings you will be expected to come to the school to remove them in time for the PE lesson.

Children must not wear make-up or have their nails painted.

## Hair

We ask that hairstyles follow the guidelines below:

- Natural colours only
- No extreme styles which can be a distraction; streaked, cropped, shaved head, patterned style, words, lines shaved in - If you are unsure whether a hairstyle is appropriate, please come and speak to us before having it done
- Long hair is to be tied back in school
- Small black or red accessories are permitted but no large flowers or large style bows, simple headbands only.

*Please make sure that all uniform is named.*

## 4.2 Where to purchase it

Uniform items can be purchased from:

- Smart School Uniform, Harvey House, Hassell Street, Newcastle-Under-Lyme, Staffordshire, ST15 1AR. Items with school logos can be brought form here including items with no log.

- Most high street retailers and local supermarkets (e.g. Tesco, Sainsbury's, Morrisons, Aldi, Lidl) prove the item with non school logo.
- School via the pre-loved rail and honesty box.

## **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 Mr James Farrell (Deputy Headteacher) 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/carers are also expected to contact Mr James Farrell (Deputy 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 by Mr James Farrell (Deputy 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/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 3 years or earlier if a need arises. At every review, it will be consulted approved by the finance, business and compliance committee.

Version	Date	Comments	Review Date
1.	Spring 2025	New Policy	Spring 2026