



## St John's C of E VA First School

### UNIFORM POLICY



'Together we have roots to grow and the wings to fly.'

**This policy should be taken as part of St. John's C. of E. First School's overall strategy and is implemented within the context of our vision of Government aims and our values as a Church of England School.**

#### Review

Review Cycle	Date of Current Policy	Author(s) of Current Policy	Review Date
Three yearly	December 2025	Headteacher	December 2028

#### Ratification

Role	Name	Signature	Date
Chair of Governors	Jack Hill	JACK HILL	01.12.2025
Head Teacher	Teresa Gilbert and Nicole Simenton	TERESA GILBERT NICOLE SIMENTON	01.12.2025
DSL	Teresa Gilbert and Nicole Simenton	TERESA GILBERT NICOLE SIMENTON	01.12.2025

#### Details of Policy Updates

Date	Details
01.12.2025	No updates required

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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 sex, race, religion or belief, 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 the way that is appropriate for school yet makes them feel most comfortable
- ❖ Allow pupils to request changes to swimwear for religious reasons
- ❖ Allow pupils to wear headscarves and other religious or cultural symbols
- ❖ Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Headteacher, who can answer questions about the policy and respond to any requests

### 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
- ❖ Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- ❖ 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 leveler
- ❖ Avoiding different uniform requirements for different year/class/house groups
- ❖ Avoiding different uniform requirements for extra-curricular activities
- ❖ Considering alternative methods for signaling 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**

St John's school colours are red, grey and white. Parents can choose from the following items;

- ❖ Grey trousers, shorts, skirt or pinafore dress
- ❖ A red sweatshirt or cardigan (having the St John's logo on these items is optional)
- ❖ A white polo shirt, blouse or shirt (no logo required)
- ❖ Grey, red or black tights or socks
- ❖ Black or grey flat sensible shoes or boots that are fastened securely on the foot
- ❖ In summer months, a red gingham dress or gingham skirt with a white polo shirt are acceptable
- ❖ In summer months, sandals are acceptable but must be fastened securely on the foot

The following items are not acceptable items of school uniform

- ❖ Trainers (apart from on PE days)
- ❖ Croc style shoes or flip flops

### *PE and swimming kit*

At St John's, children wear PE kit all day on PE days. Parents can choose from the following items;

- ❖ Black shorts or leggings or tracksuit bottoms
- ❖ A red t shirt or white polo shirt
- ❖ Grey, red or black socks
- ❖ A red sweatshirt or cardigan

- ❖ Trainers

When children go swimming, children will require;

- ❖ A swimming costume or trunks
- ❖ A towel
- ❖ Goggles

The following items are not acceptable for swimming;

- ❖ Bikinis
- ❖ Swimming shorts

#### *Bags and Coats*

Children should bring a weather appropriate coat to school every day. In winter months they should bring a hat and gloves. In summer months they should bring a sun hat.

Children at St John's are provided with a school book bag as a gift from the Friends of St John's. They do not require any other bag for school.

#### *Jewellery and Hair Styles*

Children may wear stud or sleeper earrings in ears but we reserve the right to ask that no jewellery is worn on PE days. If children arrive to school with earrings on PE day they will be asked to either remove them or place a plaster over them.

Children may wear a watch, but this will need to be removed for PE

We do not allow any smart watches in school.

#### *Birthdays*

At St John's, children may wear non-uniform for the day on their birthday (or the day closest to their birthday if it falls at a weekend or in the holidays). Clothing still needs to be appropriate for school activities.

### **4.2 Where to purchase it**

Our uniform supplier for logo items is Cosmic Monkey Schoolwear but we recommend using local supermarket and shops for non-logo items, to achieve best value for money. As logo items are not compulsory, cardigans and sweatshirts could also be purchased from supermarkets or local shops.

We arrange second hand uniform sales in school and advertise these as and when they happen.

## **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 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 are also expected to contact the 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 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 a member of the Senior 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 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 3 yearly by the Headteacher. 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
- ❖ Equality information and objectives statement
- ❖ Anti-bullying policy
- ❖ Complaints policy