Uniform policy

St John's
CofE Primary School

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Contents

1. Aims 2
2. Our school's legal duties under the Equality Act 2010 2
3. Limiting the cost of school uniform 3
4. Expectations for school uniform 3
5. Expectations for our school community 5
6. Monitoring arrangements 6
7. Links to other policies 6

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 our Pastoral Learning Mentor, Mrs Yeoman, 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
    - Considering cheaper alternatives to school-branded items, such as all school branded items are optional
    - 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
    - Avoiding different uniform requirements for different year/class/house groups
    - Avoiding different uniform requirements for extra-curricular activities
    - Considering alternative methods for signalling 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

Our School Uniform is important to us. It is one way in which we identify ourselves as a school family and it promotes a strong, cohesive school identity which supports high standards and expectations in all areas of school live. It promotes harmony between different groups represented in the school and it enhances security, assisting the school in identifying individual pupils in order to maintain good order and spot intruders more easily. **All uniform branded with St John's logo is optional.**

Standard uniform

- White blouse/polo-shirt/shirt
- Royal blue/blue (not navy) sweatshirt/cardigan/jumper
- Mid-grey, knee length (minimum) skirt, pinafore, trousers or shorts
- Trousers and shorts must be mid-grey, straight legged and tailored. No bootleg or hipster trousers.
- Children wearing dresses/skirts may wear plain cycling shorts underneath for when they engage in physical activity at playtimes e.g. football/cartwheels. These cycling shorts should be covered by the skirt or dress.
- Royal blue/blue (not navy) gingham summer dresses may be worn with matching socks if desired.
- Socks must be plain in colour with no branding (white, grey or black)
- Plain grey or black tights

PE kit (worn to school on PE days for KS2 pupils)

- Plain white polo top
- Royal blue/blue (not navy) jumper or cardigan
- Plain black (no logos/ brands/ stripes) shorts (knee length), leggings, or tracksuit bottoms
- Trainers not daps (any colour)
- Earrings must be removed

Expectations for shoes, bags, hats and coats

- Drawstring bag or small rucksack (any colour)
- Plain, flat black footwear suitable for school. Children must not wear trainers (except on PE days),
- Fashion boots, crocs or open toe sandals must not be worn
- Waterproof coat or anorak
- Sunhat in warmer weather

Swimming kit

- Small bag to contain:
- swimming costume/trunks (one piece costume)
- Towel
- Swim hat and goggles (optional)
- Earrings must be removed

Jewellery and accessories

- Children must not wear jewellery or additional accessories (e.g. rubber wrist bands) to school for Health and Safety reasons. If earrings are worn, they should be of the stud type and one only worn in each ear.
- Earrings must be removed or covered with tape on days children will be undertaking PE lessons.
- Smart devices e.g. watches, must not be worn.

Hairstyles

- Sensible haircuts and hairstyles for school
- Hair must be their natural colour
- Hair must always be fully tied back for health and safety reasons (no half up/half down hairstyles) – this includes non-uniform and hook days
- If children are wearing hair accessories these should be blue, white or black in colour. Plain headbands, clips, slides and hair bands are acceptable. Fashion accessories are not allowed e.g. cat ears, large fascinator bows or flowers

4.2 Where to purchase it

- All items of clothing are available from a variety of shops and chain stores at a variety of prices
- Optional items with a school logo are available from Harvem:

Harvem Ltd

14 Bath Hill, Keynsham, Bristol BS31 1HG

T: 0117 986 22 66 https://www.harvem.co.uk

- Second-hand uniform is available during regular St John's Parent Teacher Association (PTA) events.
- If parents are finding it difficult to afford any school uniform, they are encouraged to inform 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 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 if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics or individual needs
- 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 our 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 LGC 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 LGC 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 bi-annually by the headteacher. At every review, it will be approved by the LGC

7. Links to other policies

This policy is linked to our:

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