

St John the Baptist Primary School



Uniform Policy

Adopted [Autumn 2024](#)

Governor Approved [Yes](#)

Next Review due [Autumn 2026](#)

2024 – Adopted from The Key, as DfE requires all school to have a uniform policy

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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 for health and safety reasons and to prevent the spread of head lice)
- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable – based on race, religion, belief; however fashion statement hair styles e.g. shaved patterns, lines, logos etc will not be permitted.
- 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 (in discussion with the parent/carer and the SENDCo)
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with SENDCo, 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 and 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 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/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

We do not require you to buy uniform from a specific supplier and no branded uniform is required. You may choose to have the school logo or your child's initials embroidered onto the uniform but it is not necessary, we just ask that you write your child's name/initials on the label.

We ask children to wear the following uniform:

- Yellow polo shirts
- Burgundy sweatshirt/jumper/cardigan
- Black or grey skirt, pinafore dress or trousers - in school trouser material
- School summer dresses in red or yellow are suitable or black/grey shorts (just above the knee) - in school trouser material in the summer months
- Flat black shoes or black trainers
- PE Kit - navy/black shorts and a plain white T-shirt
- Burgundy book bag
- Any earrings worn must be small studs, for health and safety reasons, and must be removed or taped for PE lessons

There are no specific requirements for coats to ensure families can buy coats that children can wear outside school.

Children are provided with a drawstring PE bag for ease of storage in school.

4.2 Where to purchase it

We sell the following uniform in school:

- Jumpers
- Book bags
- PE kits
- Swimming caps

We do not stock polo shirts, as it is cheaper for families to buy them from supermarkets or other clothes retailers.

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)

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 the Head Teacher 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 Head Teacher if the situation doesn't improve.

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, or sooner if required by changes made by the DfE. At every review, any amendments will be approved by 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