



## Uniform & Pupil Equipment Policy

*Let your light shine* Matthew 5:16

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## **Contents:**

Statement of intent

1. Legal framework
2. Roles and responsibilities
3. Cost Principles
4. Equality Principles
5. Complaints and challenges
6. School Uniform
7. Labelling
8. Monitoring and review

## Statement of intent

[St Mary & St John CEVA Primary school](#) believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

## 1. Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy

## 2. Roles and responsibilities

The headteacher is responsible for:

- Establishing, in consultation with the SLT and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Enforcing the school's uniform on a day-to-day basis.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Communicating with parents should their child be in breach of the uniform policy giving them the opportunity to comply. On-going breaches of the policy will be dealt with by the headteacher.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.
- 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 with support from the SLT

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, named, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the head of school has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

### **3. Cost principles**

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers. Our PFA sell preloved uniform and other items which can be found on their Facebook page or contact the school office.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

## 4. Equality principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- Are transgender, including non-binary pupils.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. The school will allow all pupils to have long hair (they will reserve the right for this to be tied back).

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing or reasonable adaptations on the grounds of equality are dealt with on a case-by-case basis by the headteacher who can answer questions about the policy and respond to any request. This will always be in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

## 5. Complaints and challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.

When a complaint is received, the school will work with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

## 6. School uniform

The school uniform is as follows:

### Reception class

Blue Jumper/ Cardigan with embroidered logo
Navy polo shirt
Charcoal grey trousers/shorts/skirt/culottes/pinafore
Grey/black plain socks
Grey/ black tights
Blue checked summer dress/jumpsuits
Black school shoes (boots, sandals or trainers may not be worn in school)
Wellies
Sun hat/ hat, gloves, scarf (weather dependent)
Waterproof trousers and raincoat
Winter coat

### Years 1-6

Summer uniform may be worn during the Autumn term until the October half term and again in Summer 1 & 2 term unless unseasonable weather.

Winter Uniform	Summer Uniform
<b>Blue Jumper/ Cardigan with embroidered logo</b>	<b>Blue Jumper/ Cardigan with embroidered logo</b>
White shirt/ blouse long or short sleeved	White shirt/ blouse long or short sleeved
Charcoal grey trousers/shorts/skirt/culottes/pinafore	Charcoal grey trousers/shorts/skirt/culottes/pinafore
<b>School tie</b>	<b>School tie</b>
Grey/white/black plain socks	Grey/white/black plain socks
Grey/ black tights	Grey/ black tights
	Blue checked summer dress/ jumpsuits/ coordinates
Black school shoes (boots, sandals or trainers may not be worn in school)	Black school shoes (boots, sandals or trainers may not be worn in school)
Wellies	Wellies
Winter coat	Raincoat

<b>PE Kit</b>
<b>Navy PE Shirt with logo</b>
Navy shorts/skorts
Navy hooded top or zip up with or without school logo (not branded)
Navy tracksuit bottoms
Trainers
Black pumps/plimsolls
<b>KS2:</b> Red football socks and shin pads

<b>Additional items</b>
Book bag or <b>small</b> rucksack
Water bottles
<b>KS2</b>
1 small pencil case (without gadgets) - black biro, writing pencil, rubber, ruler
1 separate pencil case- colouring pencils and regular felt pens (not specialist pens or sharpies)
Branded book bags, woolly hats, PE bags and caps are available but not compulsory.

### Other items:

- No nail-varnish
- No make up
- No jewellery such as necklaces or bracelets unless agreed on religious grounds
- No smart watches
- No teddies, toys or items from home, unless previously agreed with the class teacher
- Long hair must be tied back at all times
- Stud earrings only (must be covered or removed for PE)

All belongings are responsibility of the pupil and not the school.

### **Hairstyles**

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Pupils' hair must not impede their vision, cover their face or provide a health and safety risk.

The following hairstyles are not considered appropriate for school:

- **Brightly-coloured, dyed hair.**
- **Headwear with bold patterns or colours.**
- **Excessive hair accessories.**

## **7. Labelling**

All pupils' clothing and footwear must be clearly labelled with their name.

All unnamed lost property is retained until the end of each half term and will be given to the PFA for resale in the pre-loved section of their Facebook page.

## **8. Monitoring and review**

This policy is reviewed **annually** by the headteacher.

