

St. Stephen's Junior School

School 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 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 for safety 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 Jayne Dowkes, School Manager, 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 items that have to have a school logo) 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 polo shirts that do not require a logo
- 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 groups
- 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

A current price list is available from the school office. This also shows items that are optional and those that are mandatory.

Please see Appendix A for details about the school's expectations around the wearing of uniform and accessories.

The school also provides 'pre loved' uniform to children/parents where affordability is a concern or where children need replacement items due to unforeseen circumstances or accidents. This is dependent upon the donation of uniform from parents and there may be some limitations in terms of items and sizes available.

4.2 Where to purchase it

School uniform is available to purchase direct from the school office. This includes availability during school holidays. Parents will be advised when the office is open for the purchase of uniform ahead of each school holiday.

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 reasonable condition
- Parents are also expected to contact Jayne Dowkes, School Manager if they want to request an amendment to the uniform policy in relation to their protected characteristics or if there is a temporary change to circumstances which means that the child is unable to present at school with a particular item of 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 Mrs Nikki Rayner, School Secretary annually. At every review, it will be approved by the Trust Board.

7. Links to other policies

This policy is linked to our:

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

Appendix A

Additional guidance and expectations

Although the majority of our students look smart in their school uniform every day, there are some additional notes that support our Uniform Policy and parents should note the following points:-

Shoes

Black school shoes. These can be black soled trainers that have the appearance of smart school shoes. No white soled trainers should be worn in school with the exception of PE. Open toed sandals should not be worn.

Sweatshirt

Year 6 pupils can wear their Leavers Hoodie/polo shirt when received until the end of the academic year.

Trousers/shorts/skirt-

- Legging or jeans are not acceptable
- Skirts/squorts should come to just above the knee and no higher.

Jewellery, Make up and Nail varnish

- Jewellery is not permitted in school with the exception of small ear studs in each ear. These are not to be worn in PE.
- Hair should be neat and tied back when doing PE.

- Make up and nail varnish is not appropriate for school and children will be asked to remove it.