

# **St John's Catholic Junior School**

"Love one another as I have loved you."

## **UNIFORM POLICY**



Headteacher: Elaine Mullins

Agreed by Governors Date: 22<sup>nd</sup> September 2022

Review Date: Autumn 2023

# St John's Catholic Junior School

## Policy on School Uniform

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### 1 Introduction

This policy has been written in conjunction with the Government Guidance on school uniform which can be found here: <https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms>

It is our policy that all children should wear school uniform when attending school, or when participating in a school-organised event outside normal school hours. We provide a complete list of the items needed for school uniform in our school prospectus and on the website.

### 2 Aims and objectives

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

Our policy is based on the notion that a school uniform:

- promotes a sense of pride in the school;
- engenders a feeling of community and belonging;
- is practical and smart;
- identifies the children with the school;
- is not distracting in class (as fashion clothes might be);
- makes children feel equal to their peers in terms of appearance;
- is regarded as suitable, and good value for money, by most parents and carers;
- has been designed with health and safety in mind.

### 3. 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 children 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 children
- Allow all children to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all children to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow children to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking children or their parents to get in touch with the Headteacher, who can answer questions about the policy and respond to any requests

#### 4. 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/carer

##### **We will do this by:**

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible or example, by only asking that the jumper/cardigan, features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- 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 children 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
- 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 children on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

#### 5. Expectations for school uniform

Our school uniform is not gender specific and consists of:

- Grey trousers/shorts, Grey skirt or pinafore; Navy blue sweatshirt/sweat-cardi with or without the school crest; White polo shirt, plain or with the school crest; White/Grey/ Navy Blue socks/tights; Black shoes. which are suitable for running on the playground
- In the summer term (after Easter), parents may choose to adopt the summer uniform, particularly if it becomes very warm which consists of:  
Blue checked or striped school summer dresses or grey shorts with white polo shirt, plain or with school crest with sweatshirt/sweat cardi; Navy blue tank tops with or without the school logo may also be worn instead of a sweat shirt/cardigan if you prefer; Closed-toe sandals - Please note that open-toe sandals are not permitted for health and safety reasons.
- Sensible flat shoes are essential for health and safety reasons. Trainers and boots are not permitted. Coloured, stripy or patterned sock/tights are also not permitted.
- Children can wear non-specific coats and use non-specific school bags
- Children are expected to wear hair in a neat and acceptable style. Hairstyles judged by the Headteacher to be extreme haircuts, such as shaven or part-shaven heads, including patterns and mohicans are not permitted as they are deemed inappropriate for young school children. Large colourful hairbows are not allowed to be worn in school. Hair bows/embellishments must be small and in the school colours of blue and white.

- For PE lessons, the PE kit consists of navy/black shorts, navy/black tracksuit bottoms or leggings, a plain white T-shirt and a jumper or cardigan preferably with the school's logo on, trainers and a pair of black school pumps with an elastic gusset or Velcro fastening for dance and gymnastics.
- Your child will need a drawstring bag, clearly marked with their name, in which to store their PE kit
- Children should not wear any jewellery or piercings unless prior consent has been given from the school. This includes earrings, watches, necklaces and rings.

## 6. Where to purchase it

- Parents and carers can obtain many items of uniform from high-street retailers and supermarkets.
- Items of uniform with the school's logo on can be purchased from: Wirral Uniform Centre, Grange Precinct, Birkenhead The Other Uniform Store, Brimstage Hall, Brimstage
- Second-hand uniform can be obtained through WIRRAL F.U.P.S. (Free Uniform for Primary Schools). Details can be found on their website.
- We have access to funding streams that can support families who are going through a tricky time financially. If you would like support financially with School Uniform or PE kits, please contact the school office in person, by phone or by emailing: [schooloffice@stjohns-junior.wirral.sch.uk](mailto:schooloffice@stjohns-junior.wirral.sch.uk) We will treat you with respect, with confidentiality and will support you where we can.

## 7. Expectations for our school community

### Children

Children 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)

Children are also expected to contact the headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics

### 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.

## Staff

Staff will closely monitor children to make sure they are in correct uniform. They will give any children 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 the Headteacher.

In cases where it is suspected that financial hardship has resulted in a child not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

## Governors

The governing body 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 children
- Offers a uniform that is appropriate, practical and safe for all children

The governors 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.

## 8. Monitoring arrangements

This policy will be reviewed every three years, but may be reviewed and updated more frequently if necessary. It will be approved by the school's governing body

## 9 Links to other policies

This policy is linked to our:

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

*The governing body have wider responsibilities under the Equalities Act 2010 and will ensure that all our school policies take account of the nine protected characteristics. We strive to do the best for all of the children and staff irrespective of age, disability, educational needs, race, nationality, ethnic or national origin, pregnancy, maternity, sex, gender reassignment, religion/belief, marriage/civil partnership or sexual orientation or whether they are looked after children.*

*We have carefully considered and analysed the impact of our policies on equality and the possible implications for children with these protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.*

Agreed by Governors on: 22 <sup>nd</sup> September 2022	Reviewed on:	
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