



School uniform policy

OUR MISSION:

WE ARE COMMITTED TO THE CHRISTIAN ETHOS - THAT EVERY CHILD IS SPECIAL IN THE EYES OF GOD AND WE TEACH THAT ALL PEOPLE SHOULD LOVE, CARE FOR AND RESPECT ONE ANOTHER AND OUR PLANET.

It is our ambition that all our pupils use our 6 Christian values Love, Peace, Empathy, Forgiveness, Resilience and to be Reflective to achieve our vision and mission.

'A New Commandment I give you, 'Love one another as I have loved you.' John 13:34

It is from this Commandment and the teachings of Jesus that we teach our children six Christian values.



Recommended by:	SC / reviewed by staff
Recommendation Date:	12 th February 2025
Ratified by:	LAGB
Signed:	 V C Jackman
Position on the Board:	Chair of LAGB
Ratification Date	12 th February 2025
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Policy Tier	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)
- Allow all pupils to style their hair in the way that is right 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 contact Sarah Callanan, 01527 63911, 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 must have a school logo or a unique fabric/colour/design) cannot be bought from a wide range of retailers and that requiring many such items limits parents' ability to 'shop around' for a low price.



Achieve, Aspire and Care for one another!

We will make sure our uniform:

- › Is available at a reasonable cost.
- › Supplies 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, so that only the jumper and book bag have logos. These items are sourced by the school in bulk and are far cheaper than using a company to sell the jumpers and bookbags.
- › Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- › 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 function 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 get 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

Branded Items are kept to a minimum, only school fleeces, jumpers, cardigans, PE bags and bookbags feature logos. All can be bought from the school to keep costs down.

- › Required branded items are jumpers, cardigans, or fleeces.
- › Branded bookbags and PE bags are optional.
- › All other items such as grey trousers, grey skirts, sky blue polo shirts, blue and white summer dresses, optional leggings in white, grey, or black can be bought in local supermarkets.
- › PE kits are simple black pumps, black shorts and white polo shirts or t-shirts. Simple black or grey jogging bottoms without brands.
- › Only simple studded earrings or religious jewellery is allowed. Earrings must be removed or covered during PE and any hanging jewellery should also be removed for PE. (Considering the requirement described above to avoid discrimination in line with the Equality Act 2010)
- › Black school shoes are allowed. Bags and coats are optional.
- › Any dress up days come with the choice of ordinary home clothes. No additional purchase is required.

4.2 Where to buy it.

- › All branded items can be bought from the school office
- › Information about second-hand uniform.
 - o Our Parent Teacher Association (PTA) will arrange second-hand uniform sales once per year.



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 Sarah Callanan, Principal, 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 Sarah Callanan, 0152763911 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.

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 Principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Sarah Callanan.

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.
- › Considers the views of parents and pupils.
- › Offers a uniform that is appropriate, practical and safe for all pupils.

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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 3 years by Sarah Callanan, Principal.

At every review, it will be approved by St Stephen's C of E First School Local Governing Body.

7. Links to other policies

This policy is linked to our:

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