

# St James and St John Church of England Primary School



## School Uniform Policy

**Kindness, Respect, Collaboration, Resilience, Aspiration, Courage,  
Friendship**

This policy was adopted on      May 2025

The policy is to be reviewed by      May 2028

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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 appropriate 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 get in touch with the Headteacher, 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 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/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible – for example the blazer worn by KS2 pupils may be purchased from any retailer and a separate sew on badge may be affixed. In addition the jumper may be purchased from any retailer and a separate badge be sewn on
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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 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 via the PTFA
- 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

All of our personalised school uniform may be ordered through our suppliers T King Associates online via <https://www.uniformcity.co.uk/school/St-James-and-St-Johns-School> or in person at 14 Swan Business Centre, Buckingham MK18 1TB – 01280 824836. These items are labelled (G) below.

**Please ensure that all uniform is clearly labelled with your child's name**

### Chackmore Site – Years 3-6

Grey skirt/pinafore dress
Grey trousers/Grey shorts
Navy blue gingham dress
White shirt or blouse
Navy v-neck jumper with logo (G) or plain navy v-neck jumper without logo
Navy cardigan
School tie (available from the office price £5.00)
Black school shoes

Navy bookbag with logo (G) or plain navy bookbag
School blazer with logo (G) – Years 5 and 6 only, or navy blue blazer with iron on badge (badge available from the office price £3.80)
Plain white, grey or black socks

## Akeley Site – Foundation Stage, Years 1 and 2

Grey skirt/pinafore dress
Grey trousers/Grey shorts
Navy blue gingham dress
White polo shirt with logo (G) or without logo
Navy sweatshirt with logo (G) or without logo
Black school shoes
Navy bookbag with logo (G) or plain navy bookbag
Plain white, grey or black socks

## Both Sites

Navy shorts
Navy PE t-shirt with logo (G) or without logo
Trainers
Plain white, grey or black socks

Other items of cultural clothing/head covering maybe worn if they are part of the pupil's religion or belief.

Children should not wear jewellery and long hair should be tied back please. Should children have their ears pierced they may wear plain studs but they must be taped or removed for P.E. (tape is to be provided by parents and children should be able to put it on themselves).

Please note that some items of secondhand uniform are available from our PTFA. Please email them at [ptfa@stjamesjohn.bucks.sch.uk](mailto:ptfa@stjamesjohn.bucks.sch.uk)

### 4.2 Where to purchase it

All of our personalised school uniform may be ordered through our suppliers T King Associates online via <https://www.uniformcity.co.uk/school/St-James-and-St-Johns-School> or in person at 14 Swan Business Centre, Buckingham MK18 1TB – 01280 824836. You may also purchase all items from any retailer of your choosing. In addition you may wish to contact our PTFA as above.

## 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 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.

## 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 the Headteacher.

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 annually by the Headteacher. At every review, it will be approved by the 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