



SAINT JOHN'S

# Uniform Policy

Designated Member of Staff	Head Teacher
Committee with responsibility	Curriculum and Standards
Date of Issue	Summer 2022
Frequency of Review	Bi-Annual

Issue Number	Issue Date	Summary of Changes
1	July 2022	Review and re-formatting of the policy
2	April 2024	Review of policy

## Introduction

School uniform and smart appearance play a valuable role in contributing to the ethos of a school and setting an appropriate tone. Most schools in England have a school uniform or dress code and other rules on appearance, with many schools believing that school uniform supports effective teaching and learning. The Governing Body of each school decides on the uniform policy or dress code and it is the Headteacher's responsibility to make sure pupils keep to the rules.

The DfE strongly encourages schools to have a uniform as it can play a key role in:

- promoting the ethos of a school
- providing a sense of belonging and identity
- setting an appropriate tone for education

At Saint John's CE Primary School, we feel a uniform can instil pride; support positive behaviour and discipline; encourage identity with, and support for, school ethos; ensure pupils of all races and backgrounds feel welcome; protect children from social pressures to dress in a particular way; and nurture cohesion, promoting good relations between different groups of pupils.

## School Policy

It is the policy at Saint John's CE Primary School that all children wear school uniform when attending school or when participating in a school-organised event. We fully endorse the principle that the School's uniform should be affordable for everyone and should not place an unreasonable burden on families. Accordingly, it can be bought from local supermarkets and stores. Any uniform specific to the school can be purchased from the school office.

Our policy for school uniform is based on the principles that school uniform:

- Promotes a sense of pride in the school
- Engenders a sense of community and belonging towards the school
- Is practical, comfortable and smart
- Makes children feel equal to their peers in terms of appearance
- Is regarded as suitable wear for school and is considered by parents as good value for money
- Is designed with health and safety in mind

Our Governing Body aims for the uniform policy to be as inclusive as possible and have been considerate in the implementation of this uniform policy so that all pupils are able to wear the uniform. When making decisions about the uniform policy, we have noted our obligations under the Human Rights Act 1998 and the Equality Act 2010 and considered the impact of this policy on pupils who share a protected characteristic. The relevant protected characteristics which schools should consider when developing and implementing their uniform policy are:

- sex
- religion or belief
- race (including colour, nationality, ethnic or national origin)
- disability
- gender reassignment
- pregnancy

In developing and implementing this uniform policy, we have considered our obligations not to discriminate unlawfully and we are willing to allow for some individual variations to the uniform policy, where necessary to avoid indirect discrimination. For instance, reasonable adjustments must be made, as appropriate, for pupils with a disability.

## **The Role of Parents**

We ask all parents who send their children to Saint John's to support our uniform and appearance policy and maintain the high standards for which our school is known. It is the responsibility of parents to ensure that their child has the correct uniform, which is clean and in good repair and ensure that their children are of smart appearance. Please see Appendix 1 for details of the uniform.

Should there be any concern or objection, parents can raise this with the Headteacher in the first instance. If an agreement is not achieved at that meeting, then the governing body would work closely with parents to arrive at a mutually acceptable outcome.

## **The Role of Teachers**

Teachers can talk to pupils if they are breaching the school's policy on appearance or uniform. We will deal with non-compliance in a proportionate and fair way and recognise that there can be genuine reasons for incorrect uniform being worn. A conversation with parents will be part of the discussion. The school does not accept any responsibility for loss or damage to pupils' uniform or property and provides opportunities to search for lost property and the items found in school are returned to pupils or placed in the lost property box. At the start and end of term, the lost property is made available to parents/carers.

## **Appendix 1**

Please clearly label ALL of your child's clothing including sports kit, socks, shoes and lunchboxes. Despite all of our best efforts, clothes and belongings are often misplaced by the children.

### **School Uniform**

#### **Winter (October half term to Easter)**

- Royal blue sweatshirt / cardigan
- Grey/charcoal grey/black trousers/skirt/pinafore
- Yellow polo shirt
- Socks – black, grey, navy or white
- Tights – black, grey or navy

#### **Summer (Easter to October half term)** As winter uniform or

- Grey/charcoal grey tailored shorts (above the knee)
- Blue/Yellow and white checked/striped summer dress

### **P.E. Uniform**

- T shirt – to match house colours. Please purchase these from the School Office.
- Navy blue or black shorts or leggings
- Grey/navy/white socks
- Black plimsolls for indoors
- Non-marking trainers for outdoors (all weather pitch)
- **If you are considering buying a tracksuit for outdoors, please choose navy blue or black.**

## Footwear

The school wants all children to grow into healthy adults. Therefore, footwear should be black, sturdy school shoes or ankle boots. We believe that it is dangerous for children to wear shoes that have platform soles, high heels, open toe shoes or backless sandals and we strongly discourage the wearing of such.

We also want to avoid the wearing of trainers to school when there is no PE on that day. Black school shoes are better support for growing feet and are in keeping with the smart appearance of a school uniform.

## Outerwear

Children should have a suitable waterproof coat with a hood to wear outdoors when the weather is inclement. Reception and Year One children to preferably have a zip up coat. When PE kit is being worn, please ensure that the tracksuit top and trousers are navy blue (or black) with limited branding on the items.

Sun hats are encouraged to be worn at playtimes in the summer. Parents should apply suntan lotion to their children before school. Suntan lotion should not be brought into school.

## Jewellery, Watches and Nail Polish

For health and safety reasons, we do not allow the wearing of jewellery or earrings. Children who have pierced ears are permitted to wear studs, which must be taken out or, in exceptional circumstances, covered up for P.E. Wrist watches may be worn by the children, although we advise against it as they are easily broken or lost. Smart watches are **not allowed** in school.

No make-up or nail polish should be worn within school as it is not in keeping with the smart appearance of a school uniform.

## Hair

Hair style should be plain and appropriate for school. It should be smart, tidy and of natural colour. Hair that is longer than shoulder length should be tied up, out of eyes and off the neck.

There are several reasons why children should tie their hair up:

- **Eyes/Vision** - children's eyes develop during the primary years. There is research that, if the hair is blocking one eye or falling partially over both eyes, it can block out both daylight and sensory stimulation. A lack of either can inhibit the development of the eyes. It is important to find ways to clip or tie hair away from the face for this reason.
- **Chewing** - Hair chewing habits can be prevented if the hair is tied away from the face.
- **Nits and Head-Lice** - There are many ways in which to tackle nits/head-lice. One of the best ways, is prevention. Having the hair tied back, particularly in a bun or plait is one of the most effective ways of keeping the nits and lice at bay. With the hair tied back, it makes it more difficult for the lice to grab hold of the hair.
- **Other Children** - Other children can be impacted by the hair of someone sitting next to them - distraction or connection with hair when working next to someone with their hair down. There is a risk of cutting hair when scissors are being used.

## Extreme Hairstyles

Fashions evolve over time and we remain aware of changes in trends, but no extreme haircuts or style or extremes of fashion are acceptable - "artwork" on the scalp, overuse of styling products (such as gels and waxes) and shave patterns are regarded as a fashion extreme. Only plain, functional and safe hair accessories are allowed – this does not include large bows, irrespective of their colour.

Our intention at Saint John's is to review this policy at appropriate intervals to ensure that it is still fit for purpose. For further information about government guidance on school uniform, please see:

<https://www.gov.uk/government/publications/school-uniform/school-uniforms>