



Through God We Achieve

OUR VISION AT ST. STEPHEN'S CE PRIMARY SCHOOL

To deliver outstanding education in a caring community, with God at its centre
'Turning your ear to wisdom and applying your heart to understanding'. Proverbs 2:2

OUR VALUES:

Joy - we provide a happy and stimulating environment, rooted in Christian values

Excellence - we are a church school committed to the highest standards in everything we do

Relationship – we work hand-in-hand with St Stephen's Church as well as our parents and carers

Respect - we enable our children to deepen or realise their own faith and respect the freedom of others in their beliefs

Nurture – our children are cared for spiritually, morally, intellectually, physically, socially and emotionally

UNIFORM POLICY

Action	Policy to be reviewed as required and at least annually		
	Owner	Date	Completed
Updated	Michael Schumm	March 2022	March 2022
Next Review	Michael Schumm	March 2025	
Approved	SLT	March 2022	March 2022

Contents

1. Aims and Objectives.....	Error! Bookmark not defined.
2. Our school’s legal duties under the Equality Act 2010	2
3. Limiting the cost of school uniform	2
4. Expectations for school uniform	3
5. Expectations for our school community	5
6. Monitoring arrangements.....	6
7. Links to other policies	6

1. Aims and Objectives

Our policy on school uniform is based on the belief that school uniform:

- promotes a sense of pride in our school;
- helps to create a sense of community and belonging towards the school;
- identifies the children with the school;
- supports our commitment to inclusion;
- is practical, smart and designed with health and safety in mind

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
- 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 act as a social leveler
- Avoiding different uniform requirements for different year/class/house 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 at regular intervals
- 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 and where to purchase it

Most items of our school uniform can be bought from High Street shops and supermarkets. Some items which have the school logo on, are sold by our uniform supplier Gooddies. You are able to order online: <https://gooddies.co.uk>

The Friends of St Stephen's hold regular second hand uniform sales. The sales enable parents to buy branded items of the uniform and other items of uniform at a significantly low cost. These sales are held on the first Wednesday of every month at the school.

To be purchased at Gooddies	To be purchased from the local shops
https://gooddies.co.uk	Grey trousers
Navy jumper/pullover	Grey skirt or pinafore dress

Navy cardigan	White school shirt
Blue P.E. t-shirt	Black, white or grey socks or tights
Blue P.E. sweatshirt	Black shoes (not trainers or lace up plimsolls)
Navy P.E. shorts	Plimsolls for P.E.
Navy track suit bottoms	Hair accessories – Navy blue only
Book bag	
P.E. bag	
	Summer Wear (optional)
Can be purchased via Parentmail	Grey shorts
School ties	Check summer dress
Check summer dress	Check summer shirt
Check summer shirt	White shirt
	School tie
Plimsolls must be worn for P.E. lessons for all years up to and including Year 4. Year 5 & 6 may wear trainers during P.E. lessons only.	
ALL ITEMS MUST BE CLEARLY MARKED WITH YOUR CHILD'S NAME	

Nursery Uniform

Our Nursery children are expected to wear school uniform every day. They will need the following school items:

A school smock, school t-shirt, navy tracksuit bottoms, fleece or cardigan, school bag and PE bag. The following school uniform items **are not permitted** for Nursery – grey pinafore dresses/skirts, grey school shorts/trousers, school jumpers/PE jumpers.

4.2 Jewellery and Hair accessories

For health and safety reasons we do not allow children to wear jewellery. The exceptions to this rule are small ear studs in pierced ears. Wherever possible children are required to remove any jewellery items during PE lessons to prevent them from causing injury. Please note: Staff are not permitted to remove earrings for pupils. Hair bands, ribbons/bows or 'scrunchies' should be plain and either dark navy or black to match our uniform. Hair bands should not have large flowers or other decoration attached. Make up and nail varnish should not be worn to school.

Extreme hairstyles are not appropriate for school. The use of styling products should be kept to a minimum and children should not have decorative patterns cut into their hair or have hair coloured or dyed.

4.3 Footwear

For health and safety reasons we do not allow children to wear shoes with high heels or open toe sandals. All children are required to wear plain black shoes (no boots or trainers are allowed).

4.4 Naming Clothes and Lost Property

All property and items of clothing and footwear should be clearly marked with your child's name. This will help to keep the unclaimed items in the lost property box to a minimum.

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 the head teacher 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 and in good condition
- Clearly labelled with the child's name

Parents are also expected to contact the head teacher 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 head teacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the head teacher.

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 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 pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The governing body 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 2 years by the head teacher. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

- Equality information and objectives statement
- Complaints policy