



Uniform Policy

St John's & St Peter's Church of England
Academy

Approved by:	Local Academy Board	Date: 12.10.2023
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Our Vision

St John’s and St Peter’s CE Academy is a welcoming school family that seeks to serve the Ladywood community by equipping its children and families for success.

By placing God’s love in action at the heart of everything we do, we hope to see our children flourish, our culture transformed, and our community thrive.

Through high-quality education and an enriching curriculum, we will equip every child with the knowledge and skills they need to overcome challenges and therefore achieve their full potential.

Our hope is that every child at St John’s and St Peter’s CE Academy can uniquely contribute to the community and make it a place they are proud to call home.

1.Aims

This policy is intended to be read by parents and carers of children at St John's & St Peter's CE Academy. Uniform is compulsory at St John's & St Peter's CE Academy, as well as other schools across the country; we strongly believe that wearing uniform promotes a sense of belonging, identity and pride. It plays a valuable role in contributing to the ethos of the school.

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 Head of School, Nilam Hullait 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
- 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/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
- 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

- Grey trousers, skirt or pinafore dress
- Navy blue jumper / cardigan school logo requested
- White shirt or white polo short
- Dark or white socks
- Dark coloured, plain tights (no patterns)
- Black shoes (no boots, open toe or backless shoes)
- Headwear for religious observance (navy blue or white)
- In winter months' boots can be worn to school and pupils change into shoes once at school

Summer uniform variations (optional)

- Blue and white checked summer dress
- White polo shirt preferably with school logo and grey shorts

Physical Education Uniform

At St John's & St Peter's CE Academy there is an expectation that our students wear a suitable PE uniform:

- Navy blue shorts / joggers
- Navy or White plain t-shirt
- Black pumps or trainers
- Swimming costume/shorts where sessions are offered

Long hair must be tied back for PE lessons. Earrings should be removed for PE, if the piercing is new, it should be covered with tape.

Please ensure all items of clothing have the child's name inside, as school cannot take responsibility for any lost item.

4.2 Where to purchase it

We always seek to work with our parents and carers and will support wherever we can.

Parents can obtain school uniform from many high street retailers or on-line from www.myclothing.com also sells items of our school uniform.

Second-hand uniform is available from the school office at a reduced cost.

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 Nilam Hullait 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 Nilam Hullaif 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 Head of School.

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 by the Head of School. At every review, it will be approved by Local Academy Board.

7. Links to other policies

This policy is linked to our:

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