



St. John's C. of E.

Blackpool's First Free School 1817

Uniform Policy

'In everything, do to others what you would have them do to you.'

Matthew 7:12

Be Kind

Be Forgiving

Be a Good Friend

Be Honest

Love One Another

Be part of our St John's family!

Last updated: September 2025

Next review due: September 2027

Policy aims

At St John's CE Primary School, we believe that a consistent school uniform policy is vital for:

- Promoting the ethos of a school.
- Providing a sense of belonging and identity.
- Setting an appropriate tone for education.

For the purposes of this policy, “**uniform**” includes the following elements of pupils' appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable, and provides the best value for money for both the school and pupils' families.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

This policy also explains how we will avoid discrimination in line with our legal duties under the Equality Act 2010 and will detail our expectations for school uniform

Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2024) 'Developing school uniform policy'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

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 (no shaved patterns) yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious 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 Teacher who can answer any questions about the policy and respond to any requests.

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 items with a school logo) 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
- making the wearing of items with the school logo on non-compulsory
- allowing the wearing of cheaper alternatives to school-branded items
- avoiding specific requirements for items pupils could wear on non-school days, such as coats
- keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- no difference in uniform requirements for different years
- avoiding different uniform requirements for extra-curricular activities
- 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.

Expectations for school uniform

- Our school's uniform can be found on the school's website.
- No child has to wear any branded items but these are available if desired.
- Swimming kit- trunks / swimming costume and cap for children with long hair
- PE kit to be worn for PE sessions
- Black school shoes are school uniform (Velcro fastenings or buckles if possible)

Where to purchase it

- Uniform is available from the Uniform and Leisurewear Company Ltd. Parents can order items online and have them delivered to school for collection. Website address is www.ualonline.uk

- Parents can also order uniform item online from My Clothing Ltd at <https://myclothing.com/collections/st-johns-ce-primary-school-13753>
- Any local supermarket for non-branded items
- School will also provide the option of second-hand uniform, for example:
 - Second-hand uniform sales regularly throughout the year
 - 'Swap Shop': exchange no longer wanted items for good as new next sizes.

PE kit

<u>Indoor PE</u>	<u>Outdoor PE</u>
• White T-Shirt • Black shorts • Black pumps	• White T-Shirt • School Sweatshirt • Black joggers or leggings • Black or white trainers
No jewellery (staff are not permitted to take out children's earrings) No Logos. Indoor PE kit should be named and left in school in a named pump bag.	

Expectations for our school community

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)

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 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

Jewellery is not to be worn in school with the exception of small stud earring, which should be removed for PE. If earrings are unable to be removed, they must be covered by plasters provided from home. Earrings must **not** be worn for swimming lessons.

Ideally new piercings should be done over the summer break in order to give sufficient healing time for them to be removed as required.

Complaints and challenges

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

Parents are expected to lodge any complaints or challenges relating to the school uniform in a timely and reasonable manner. School will work closely with parents to arrive at a mutually acceptable outcome.

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.

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.

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

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.