

## Uniform Policy

**Published:** Autumn 2022  
**Review Date:** Autumn 2024  
**Committee Responsible:** Learning and Welfare  
**Nominated Lead Member of Staff:** Mrs R. Murphy

### 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

### 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 Mrs Murphy, who can answer 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 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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling 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.

## Expectations for school uniform

### Our school's uniform

Our uniform encourages a neat and tidy appearance which enables our children to feel good about themselves and take pride in their school.

It is important that clothing and footwear is named as children have a habit of misplacing their belongings! We ask for no jewellery to be worn except watches, plain stud earrings, medical alert bracelets and essential religious emblems. **For safety reasons these items (including earrings) are not permitted during PE or sport activities.**

Long hair should be tied back.

### **Infant uniform**

Blue polo shirt,

Maroon round necked sweatshirt\* or sweatshirt cardigan\*

Grey pinafore dress, skirt, trousers or shorts

Grey tights or grey or white socks

Pale blue & white striped or checked summer dresses can be worn April - October

Black school shoes (no trainers or high heels)

Maroon Book Bag\*

### **Junior Uniform**

Blue shirt

School tie\*

Maroon V necked sweatshirt\* or cardigan\*

Grey trousers, shorts or skirt.

Pale blue & white striped or checked summer dresses can be worn April - October

Grey tights or grey or white socks

Grey socks

Black school shoes (no trainers or high heels)

A small school bag.

### **PE Kit for all year groups**

Maroon\* or navy blue unbranded shorts

Maroon\* or navy blue unbranded sweatshirt for colder months

Maroon\* or navy blue unbranded tracksuit bottoms for colder months

Blue T-shirt

Trainers

## Where to purchase it

Whilst items with the school logo are not compulsory, branded items marked \* are available through School Uniform Direct in West Byfleet. If you are experiencing difficulties and are unable to purchase uniform, please contact the school office as pre-loved items may be available.

The PTA will also arrange preloved sales and will also be able to direct you to parent run uniform swaps on social media. Please contact the PTA for more details.

## Expectations for our school community

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 also expected to contact Mrs Murphy through office at [info@stjames-veybridge.surrey.sch.uk](mailto:info@stjames-veybridge.surrey.sch.uk) 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.

## 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 a member of the Senior Leadership Team.

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
- 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.

### Monitoring arrangements

This policy will be reviewed every two years by Mrs. Murphy, Headteacher. At every review, it will be approved by the Learning and Welfare Committee.

### Links to other policies

This policy is linked to our:

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