

CAMBRIAN

Nurturing Growth - Inspiring Minds



St John's CE Academy School Uniform Policy

2025

This document applies to all academies and operations of Cambrian Learning Trust.

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Document Control			
Author	Head of Inclusion	Approved By	Trust Board
Last Reviewed	February 2025	Next Review	April 2026
Review Cycle	Annually	Version	2025

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In this document:

Parent refers to:

- Any person who has parental responsibility for a child / young person
- Any person who has care of a child / young person (i.e. lives with and looks after the child/young person)

1. 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

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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, St John's Academy 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs

- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with our Leadership team via the office email who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

3. Limiting the cost of school uniform

St John's has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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 by only asking that the blazer (Secondary phase only), worn over the jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost and/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 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/carers to acquire second-hand uniform items

- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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

Nursery & Primary Phase

- Dark grey shorts, trousers, skirt or pinafore dress (grey tights)
- Purple polo shirt (embroidered)
- Purple V-neck sweatshirt (embroidered)
- Grey or white socks
- Grey or black school shoes
- Purple gingham pinafore dress (summer term only)

Play is important, and we encourage our children to spend time outside whatever the weather! Please provide a warm coat, gloves, hat or sun hat depending upon the time of year.

For Nursery and Reception children, please ensure that a full spare set of clothes are available in school every day.

Other jewellery, novelty hairbands, make-up, unnatural hair colour, inappropriate hairstyles (e.g. shapes cut into the hair), and nail varnish are not allowed.

PE Kit

As part of the EYFS curriculum, children will get changed for PE lessons in school. The class teacher will inform parents when this will start.. Please ensure a PE kit is provided in a named bag.

- Dark grey shorts (summer)
- Dark grey joggers
- White t-shirt
- Grey or black trainers

All Year 1- 6 children will come to school in their PE kit and wear it for the whole day. Please ensure they wear their school jumper.

- Purple T-shirt
- Grey joggers
- Grey sports shorts (summer)
- Grey or black trainers

- For health and safety reasons, earrings (1 stud per ear permitted) must be removed for PE or Games lessons. It is the child's responsibility to remove them.

Secondary phase

Required branded items:

- St John's blazer
- St John's clip-on tie
- St John's PE polo shirt
- St John's PE shorts or skirt

Daily Uniform

Upper Body:

- **Blazer: St John's blazer with badge**
Must be worn at all times unless directed otherwise.
- **Shirt: Plain white, long or short-sleeved**
Must be tucked in. No logos, fitted or stretchy styles.
- **Tie: St John's clip-on tie**
Must be worn properly and clipped at the collar.
- **Optional Jumper: St John's V-neck jumper**
Must be worn under the blazer, not instead of it.

Lower Body:

- **Trousers:** Plain black, tailored school trousers
No skinny-fit, cropped, cargo, jeggings, or jeans.
- **Skirt:** Black pleated skirt
Must be an appropriate length for school and worn as designed, not rolled or tight-fitting.
- **Shorts:** Tailored black school shorts
May be worn all year. No sports shorts or casual styles.
- **Tights:** Plain black
If worn, they must be plain, non-patterned, and suitable for school uniform.
- **Socks:** Plain black; *small logos are acceptable.*

No trainer socks

Footwear:

- **Shoes:** Plain black, polishable, leather or leather-look
Smart black boots are permitted if ankle-height or below and meet the above criteria. No canvas, coloured soles/trims, sandals, backless, heeled, or fashion shoes.

Outerwear and Bags:

- **Coat:** Plain, waterproof coat
No hoodies, denim, leather, large branding, or over-the-head styles.
- **Bag:** Rucksack-style, able to hold A4 books/folders
Handbags or small fashion bags are not permitted.

PE Kit (Worn all day on PE days):

- **Top:** St John's PE polo shirt
- **Bottoms:** St John's PE shorts or skort
- **Socks:** St John's sports socks or plain black sports socks
- **Shoes:** Supportive sports trainers

Optional PE Layers:

- St John's quarter-zip top
- Plain black fleece or black tracksuit top
No hoods, large logos, or coloured designs.

Appearance Standards

- **Hair:** Must be natural in colour and style
No shaved patterns, unnatural colours or extreme styles.
- **Headscarves:** Plain in colour, worn for religious observance only
No logos, patterns, or fashion scarves.
- **Jewellery (KS3):** Up to two small ear studs per ear
No rings, bracelets, necklaces, other piercings, or stretchers.
- **Makeup:** Any makeup worn must be very minimal and subtle
Light foundation may be worn. No false eyelashes, false nails, nail varnish, heavy makeup, contouring, or coloured lipstick.
- **Outdoor Wear:** Coats, scarves, gloves, and hats *Must be removed indoors*
- **Summer Uniform Adjustments:** During periods of sustained hot weather, the school may allow blazers and ties to be removed. In cases of extreme heat, students may be permitted to wear their full PE kit instead of regular uniform.
**Advance notice will always be given to families*

4.2. Where to purchase it

Branded items can be purchased from our uniform supplier, **PMG Schoolwear**, either online at www.pmg-schoolwear.co.uk or by appointment at their showroom: 8 Regal Way, Faringdon, Oxon, SN7 7BX (01895 809321). **All other uniform items may be purchased from supermarkets or high-street retailers.**

Information on how to buy second-hand uniform if available from the school office.

Uniform Support: If you have any questions or need support with uniform, please don't hesitate to contact the school office. All conversations will be handled with sensitivity and confidentiality.

If you are ever unsure whether an item meets our uniform expectations, please check with the school before purchasing or wearing it.

Inclusion and Reasonable Adjustments

We are committed to inclusion and will make reasonable adjustments to our uniform policy in line with the Equality Act 2010.

Adjustments may be considered for:

- Students with clearly documented SEND needs, where these meet the threshold for uniform modifications
- Students with verified medical conditions that require specific uniform accommodations
- Religious observance, where adaptations are appropriate, modest, and in keeping with the ethos of the school

Requests will be considered on a case-by-case basis and should be discussed with the pastoral or senior leadership team.

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 relevant Head of School if they want to request an adaptation of the uniform policy in relation to their protected characteristics.

5.2. Parents

Parents 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 the Leadership team via the school office if they want to request an adaptation of 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

St John's will aim to work closely with parents/carers to arrive at a mutually acceptable outcome.

5.3. Headteacher, Leadership and Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and their parents/carers breaching the uniform policy the opportunity to comply, but will follow up with senior leaders/the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with the school's Behaviour Procedures.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff and leaders will take a mindful and considerate approach to resolving the situation.

5.4. Local Governing Committees (LGCs)

The LGC will review this policy and make sure that it:

- Is appropriate for the school's context
- Is implemented fairly across the school
- Takes into account the views of parents/carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The Governors 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 annually and approved by the LGC.