

St Paul's CE Academy

Where Love and Learning Meet



School Uniform Policy

Person responsible for the policy	M. Kiniari & T Glenn
Date reviewed and shared with staff	October 2023
Date to next be reviewed by staff	October 2026
Date to be reviewed by Governors	September 2026

School Vision

"To create a Christian school which **ignites a thirst for knowledge** in every individual, **where curiosity and talent are cultivated**, and children are **empowered** to channel their **love of learning** to achieve their God-given potential."

Our Mission

In a Christian environment, we aim to provide a **beacon of light** to guide children on their journey through life, **equipping them with the values** which will allow them to flourish and lay the **foundations for their future development**.

Every adult is committed to being **inspirational**; sharing their **knowledge, interest and passions**; creating **life-long learners** who are **confident exploring, navigating and developing their understanding** of the world around them.

Our Values

At St Paul's, our values permeate all areas of school life and are reflected by the **Academy's Christian Values**:

To **persevere** with everything, we do.

To show **respect** for each other and the world around us.

To **forgive** others when they hurt us.

To always be **honest** and tell the truth.

To **serve** others.

Give **thanks** to God for all he does for us.

Contents

1. Aims.....	3
2. Our school's legal duties under the Equality Act 2010	3
3. Limiting the cost of school uniform	4
4. Expectations for school uniform.....	5
5. Expectations for our school community.....	6
6. Monitoring arrangements.....	7
7. Links to other policies	8

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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 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 the Co- Headteachers who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

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 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 leveler.
- 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

We ask that you provide your child with school uniform. Please ensure that everything is clearly named.

Our uniform is as follows:

- Navy blue St Paul's sweatshirt or cardigan
- St Paul's green polo shirt
- Black, navy, grey **knee length skirt or trousers**
- Plain black, grey or navy-blue tights or leggings under skirts- **not on their own**
- White, grey, black or navy socks
- Blue and white check dress (summer)
- Black school shoes or plain black trainers (no logos)*
- Black, grey or navy blue hijab
- Black, grey or navy blue hairbands
- No jewellery except watches or ear studs
- Nail varnish and makeup is not to be used
- No temporary tattoos
- Sensible hairstyles
- Hair should be tied up, if below the shoulders.

* Suitable plain black shoes should be worn - not flip-flops, jelly shoes, clogs, shoes with heels or boots. If children wear boots during the winter in bad weather, shoes should be brought to change into at school.

PE Kit

For PE lessons, children are required to have

- Black shorts/joggers
- White T-shirts
- Plimsolls/trainers
- A dark coloured tracksuit may be worn in cold weather for outside PE activities
- Trainers, football boots or similar, together with an appropriate top and shorts should be worn for games on the field.

For health and safety reasons, tights and/or outdoor training shoes must not be worn for indoor PE.

Swimming lessons, in Year 5, children require

- A one-piece swimming costume or
- Swimming shorts and a towel.

Jewellery

The wearing of any jewellery is not allowed. However, if your child has pierced ears then they must wear plain stud earrings. Other earrings will not be permitted. This request applies to both boys and girls. Owing to a number of accidents in schools, East Sussex County Council's policy is that studs must be removed during all physical education and swimming instruction.

The child is responsible for ensuring that this takes place. If your child is unable to remove/replace their own studs they should not be worn to school on P.E. or swimming days. Your child will be unable to participate in the lesson with studs in place. **Under no circumstances are staff permitted to remove/replace studs.**

Every year, a small number of children have their ears pierced during term-time. Parents should be aware that if the studs cannot be removed at all during those first weeks, the child will be unable to participate in PE or swimming.

Accidents can also occur during breaks and lunch times. The school therefore strongly recommends that children should avoid wearing earrings in school wherever possible. The school would not wish to make this a major issue but the Staff and Governors would appreciate support from home.

Where to purchase it

All of our uniform is available from **Superstitch86®**, visit their website and order uniform [here](#).

SuperStitch 86,
7 Castleham Road,
St Leonards on Sea,
East Sussex,
TN38 9NR

Opening Hours

9.00am - 5.00pm Monday-Friday 9.00am - 12.30pm Saturday
Tel: (01424) 852225 Fax: (01424) 852225

website: <https://www.superstitch86.co.uk/product-category/schoolwear/primary-schools-academies/st-pauls-primary-academy/>
Email: sales@superstitch86.co.uk

St Paul's Together (PTA) often hold second hand uniform sales.

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)

Pupils are also expected to contact the Co- Headteachers if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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.

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 Co-Headteachers 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.
- › 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 three years. At every review, it will be approved by the full governing board.

Links to other policies

This policy is linked to our:

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