Holy Trinity & St John's CE Primary School
School Uniform Policy
2026-2028

Introduction

At Holy Trinity & St John's CE Primary School we pride ourselves in being smart, well presented and ready for learning. In our Christian vision it states, that, "We welcome everyone into our nurturing school family" and our uniform is a recognition of everyone being a part of this.

It is our school policy that all children wear school uniform when attending school or when participating in certain school-organised events both in and outside normal school hours.

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 all 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 policy on school uniform is based on the belief that we are proud to wear a uniform that:

- Promotes a sense of community and belonging in our school
- Identifies pupils from our school on visits and trips
- Is practical, smart, and designed with health and safety in mind
- Supports school inclusion

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, sexual orientation, 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
- Make sure that our uniform costs the same for all pupils

- Allow all pupils to have long hair, although we reserve the right to ask that long hair 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
- 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/carers to get in touch with, Mrs D McGuirk (SENCo) who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

Schools should be sensitive to the needs of different cultures, races and religions and act reasonably in accommodating these needs, without compromising important school policies, such as school safety or discipline. It should be possible for most religious requirements to be met within a school uniform policy and our Governing Body will act reasonably through consultation and dialogue in accommodating these.

The DFE expectation is, "Where our school has good reason for restricting an individual's freedoms, for example, the promotion of cohesion and good order in the school, or genuine health and safety or security considerations, the restriction of an individual's rights to manifest their religion or belief may be justified."

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 (DfE) on the cost of school uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers

We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of 3 or fewer for primary schools.
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible.
- Limiting compulsory branded items to low-cost and/or long-lasting items.
- Highlighting cheaper alternatives which do not compromise on quality and durability.

- Avoiding specific requirements for items such as coats, bags and shoes/trainers that pupils could also wear on non-school days.
- Avoiding different uniform requirements for different year/class/house groups.
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama.
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter.
- Considering alternative methods for signalling differences in groups for interschool competitions.
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions.
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website.
- 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 uniform in line with the school's Complaints Policy.
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers.
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money.

Expectations for school uniform

Our school's uniform

Daily

- Maroon fleece (ideally with school logo)
- Maroon sweatshirt/cardigan (ideally with school logo)
- Plain white polo t-shirt (ideally with school logo)
- Smart grey trousers or black trousers (NOT leggings)
- Grey skirt or pinafore dress
- Black, grey or white socks
- Grey or black tights
- Flat black Shoes (not canvas or trainers)
- Plain black boots (optional winter)
- Red Checked Dress (summer)
- Tailored grey or black shorts/skorts* (summer)

*Tights worn underneath shorts/skorts is not acceptable

Top Coats/Outerwear

- All pupils will require a warm/waterproof coat, preferably with a hood.

PE Kit

- PE T-shirt – (house colour) – your child will be advised what house they are in
- Black shorts
- Black jogging bottoms (winter)
- Black plimsolls (EYFS & Key Stage 1)
- Trainers (outdoor PE only) Black plimsolls (indoor PE) (Key Stage 2):

Plimsolls are needed for indoor P.E. Trainers may only be used for outdoor games. It is essential that children have the full range of clothing for P.E.so they are warm/cool and comfortable.

On the day that your child has their PE lesson, they will need to come to school wearing their PE kit, ready to take part in the lesson. Children will not be changing from their school uniform into their PE kit in school time. Parents will be notified which day their child has their PE lesson.

Swimming

When your child is a pupil in Key Stage 2 then he/she will be taking part in swimming lessons as part of the National Curriculum. You will be asked to provide a one-piece or two piece (crop swimming top not bikini) swimming costume and swim hat for the girls and swimming shorts for the boys, plus a towel. Goggles are optional.

Identifying you child's uniform

All clothing should be clearly marked with your child's name. Items of clothing are frequently handed in as 'lost property' and their owners never traced because the clothing has not been marked. The school cannot be held responsible for any lost property.

Jewelry, hair, make-up and nail varnish

For a number of reasons, including safety, we ask that our pupils do not wear jewellery. The exceptions to this rule are earring studs in pierced ears. Children are required to remove any items during P.E. lessons to prevent them from causing injury. Please note: Staff are not permitted to remove earrings.

For health and safety reasons we ask that long hair is tied back.

Make up and nail varnish should not be worn to school.

Where to purchase or acquire it

School uniform is available from:

The School Wear Centre

56 Addington Street,

Margate,

CT91QS

Telephone number 01843 293555

sales@school-shop.org

Much of the above uniform (without the school logo) can also be purchased from local large supermarkets that have a clothes department.

Our school office also holds second hand uniform that can be purchased at a reduced price.

Expectations in 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 speak to Mrs D McGuirk (SENCo) via the school office, 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

Parents/carers are also expected to contact Mrs D McGuirk (SENCo) 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/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's Complaints Policy.

Disputes about the cost of the school uniform will be:

- Resolved within school
- Dealt with in accordance with our school's Complaints Policy

The school will work closely with parents/carers 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 Senior Leaders in line with our school's Behaviour Policy.

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 and the pupil will not miss classroom teaching because of a sanction.

Governors

The Governing Body supports the Headteacher in implementing the School Uniform Policy. It considers all representations from parents and carers regarding the uniform policy and liaises with the Headteacher to ensure that the policy is appropriate to our school's context, implemented fairly and with sensitivity. It is the governors' responsibility to ensure that the school uniform meets all expectations regarding equality monitoring. Governors ensure that the school uniform policy enables children to dress sensibly, in clothing that is hardwearing, safe, practical and affordable.

The Governing Body 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 S Roberts (Headteacher) and at every review, it will be approved by the school's full Governing Body.

The Governing Body monitors and reviews the school uniform policy through its committee work by:

- ensuring uniform expectations are clear for parents and carers
- ensuring, through publicising this and other policies, that the expectation is all school policies are adhered to when they choose our school for their child

Links to other policies

This policy is linked to our:

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

Reviewed by Mrs S Roberts (Headteacher) and approved by the Governing Body September 2026
To be reviewed September 2028