St. Sebastian's C of E Primary School



School Uniform Policy

Approved by:	**Full Governing Body**	**Date:**	**July 2026**
Reviewed Date:	**May 2024**		
Next review due by:	**July 2028**		

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 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/carers to get in touch with our School Business Manager, Amy Parnham, who can answer questions about the policy and respond to any requests

3. 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'/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
- 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 years/classes
- Avoiding different uniform requirements for extra-curricular activities
- 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

Pupils are required to wear the following uniform:

- Navy blue sweatshirt or cardigan
- Charcoal grey trousers or skirt
- Royal blue polo shirt
- Royal blue baseball cap (for summer)
- Navy fleece with logo (Optional)
- Navy reversible jacket with logo (Optional)
- Royal blue book bag
- During the summer months, children may wear blue and white gingham dresses or charcoal grey shorts as an alternative.
- White, grey or black socks
- Grey or black tights
- Black, low-heeled shoes (not trainers). Shoes need to be completely black and made from leather or leather like material (not fabric).

P.E. & Games

ALL pupils should bring their PE kit on days when they have PE as detailed on the Class Timetable or on the current term class newsletter. They can leave their kit in school until the end of term or until it needs washing if they prefer.

- Black or navy shorts (not cycling shorts)
- Royal blue T-shirt
- Navy or black jogging bottoms/leggings (for outdoor PE)
- Children need plimsolls for indoor PE and trainers for outside games.

(A navy or black tracksuit top or fleece may be worn during the colder months when participating in outdoor activities but with no other colours or patterns. However, as an alternative, children will be allowed to wear their school sweatshirts/jumpers/cardigans.)

Long hair must be tied back in order to prevent entanglement in apparatus and to prevent it obscuring vision. This is applicable to both girls and boys for indoor and outdoor PE.

Children will not be permitted to take part in PE without a full change of clothing including footwear.

Jewellery, Hair Accessories, Make Up and Nail Varnish

For many reasons, including safety, we do not allow children to wear jewellery at school. The exception to this rule is a single stud in each ear. Children are required to remove these during PE lessons to prevent them from causing injury. Teachers are not permitted to remove earrings.

Hair bands, ribbons, bows and scrunchies should be plain and preferably blue to match our uniform. Hair bands should not have large flowers or other decorations attached.

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

Children can wear watches but not SMART watches or other devices that give access to the internet or take photographs.

Extreme haircuts are not appropriate for school. The use of styling products should be kept to a minimum and children should not have their hair dyed an unnatural colour.

4.2 Where to Purchase it

There is no requirement to purchase any uniform with the school logo on. However, our school uniform complete with the logo, is available to purchase online directly from the supplier (Nationwide School Uniforms) by clicking on the link below:

www.nationwideschooluniform - St Sebastian's CE Primary School

Secondhand uniform is available through the St. Sebastian's PTFA Pre-Loved Uniform. The PTFA have a dedicated Facebook page for pre-loved uniform, click here:

St Sebastian's PTFA Pre-Loved Uniform

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 School Business Manager, Amy Parnham, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 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 and carers are also expected to contact the School Business Manager, Amy Parnham, 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 and carers 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 and carers to arrive at a mutually acceptable outcome.

5.3 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 executive headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Executive Headteacher and school will always take a mindful and considerate approach.

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.

5.4 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/carers 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.

6. Monitoring Arrangements

This policy will be reviewed every two years. At every review, it will be approved by the full governing board.

7. Links to Other Policies

This policy is linked to our:

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