

SCHOOL UNIFORM POLICY



St. James' Church of England Primary Academy

Approved By: Local Governing Body

Date: September 2025

Next Review Date: September 2028



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All our policies are written with the objective of continuously improving our school in our aim of realising St. James' vision, which is to create a community that reaches their full potential:

"He told them another parable: "The kingdom of heaven is like a mustard seed, which a man took and planted in his field. ³² Though it is the smallest of all seeds, yet when it grows, it is the largest of garden plants and becomes a tree, so that the birds come and perch in its branches."

Matthew 13: 31-32

We believe a small act of kindness and an act of faith can have a huge impact on another's life.

Our Governors, leaders and staff uphold the vision of

'We grow together, through God we are Giving, Loving and are Honest'

At St. James', we have an agreed school uniform, which is made clear to families on our website. We believe that uniform fosters a sense of identity and belonging and sets a positive tone for the academic and educational expectations of the school, promoting a sense of belonging, pride and equality.

We have agreed to follow the non-statutory Government guidance and have a Uniform Policy. This policy outlines the expectations around appearance and the fair approach we take to managing the sourcing and funding of uniforms.

As set out in correspondence to parents, the expectations around uniform are as follows:

Dear Parents

All children are expected to wear school uniform as it helps create a sense of identity and belonging to our school. We feel it is part of our behaviour management approach and therefore request that all children show they are 'ready' to be part of our school community by wearing the correct uniform.

Our expectations are as follows:

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- Royal blue jumper or cardigan with logo
- White polo shirt
- Black or grey trousers/shorts/skirt
- Summer royal blue gingham summer dress
- Plain black, white or grey socks/or black or grey tights
- Shoes – in order to make footwear as straightforward as possible we ask that black shoes are worn with no additional colour in any form e.g. white stripes or soles. Logos are only acceptable if they are completely black. For any child unable to tie laces, we strongly recommend Velcro for safety).

PE KIT

- Plain white t-shirt
- Black shorts
- Trainers
- Plain black/dark blue jogging bottoms and plain black/dark blue sweatshirt or school jumper (hoodies can be worn although hoods and zips present risks in PE – therefore our preferred option is a round neck jumper).
- One piece swimsuit or trunks / towel

Physical activity is something the children will participate in on throughout the week and therefore we ask that earrings are not worn at all in school for their PE lessons for the children's safety. If earrings are worn to school, they must be small studs and must be removed by your child for PE as we cannot put tape over the top. Also, it is essential that long hair, shoulder length or longer, should be tied back using a plain black, hair-colour or school uniform colour hairband. Small black, white or royal blue bows are permitted.

PE kit should be worn to school on your child's PE day and Sports Day. Children work in bare feet for all gymnastic activities in school when they are using PE apparatus.

Following the Covid-19 pandemic and in order to maximise learning time as well as removing the need to change in front of others in class, the children wear their PE kits to school on the day they engage in PE lessons or sports.

Thank you for your support in helping to support our children belong to, and feel proud of, our St. James' community.

Laws to consider when applying the Uniform Policy

The Governing Body ensures that in developing a Uniform Policy, it complies with the Human Rights Act of 1998 and Equality Act of 2010, as well as the Safeguarding and Health and Safety Requirements set out in additional policies.

Uniform Supplier

The school suppliers are Uniformbase and are located in Chatham High Street, which specialises in providing uniform at reasonable cost, to local schools. The school can also supply parents with uniforms. The uniform is comfortable and practical. However, parents are welcome to source uniforms from any shop, provided the colours match those in our expectations and many choose to do this, as a way of uniform being cost effective. The uniform is suitable for travel to and from school. During hotter months, children can wear shorts or summer dresses. During cold weather, children are encouraged to wear layers. We are mindful of the Equality Act and open to engaging in conversations around diversity, should they present themselves, as this is an ongoing part of our ethos.

Recycling and Reusing

The St. James' Parents' Association sells washed and clean uniforms at a much cheaper cost. Where families, disadvantaged or not, require assistance with items of uniform, they are supported in a sensible and discrete way. We also feel our approach is kinder to the environment and reduces waste.

Human Rights, Equality and Discrimination Consideration

As a school we support equality and in implementing this policy will consider children with protected characteristics, including sex, religion, belief, race, disability and gender reassignment. We feel uniform helps our pupils feel part of the school identity, but that feeling included in a way which is equal and non-discriminatory is paramount.

Religion and Beliefs

The school will always be sensitive to the needs of different cultures, races and religions and will act reasonably in accommodating these, without compromising safety or discipline within the school. We believe any concerns in this regard can be addressed through dialogue and understanding.

Flexibility and Non-Discrimination

Children will not be discriminated against, in terms of uniform expectations, based on cost or availability (e.g. a boy and a girl should have the same expectations in terms of cost and availability). Children with protected characteristics will not be discriminated against. Individual needs and requirements will be addressed on an individual basis, through dialogue, reasonable adjustments and fair decision making, in a discrete and thoughtful way.

Complaints and Disputes over Uniform

Where there is a complaint about the school's approach or policy on school uniform, the complaints procedure, as is published on the website, should be followed. Concerns and complaints can be made with ease and the school will work with parents to find an acceptable outcome. Any concerns over the quality of uniform from the agreed supplier, will result in direct dialogue with the supplier, should these concerns be justified. Uniform is inclusive and where there are concerns around pupils with protected characteristics, these will be considered carefully by the Headteacher and Governing Body in a discrete and fair way.

Non-Compliance

Where there are serious breaches of the school policy which are not based on fair or reasonable factors or concerns, the school will follow the Behaviour Policy in a fair and proportionate way and no pupil will be penalised for decisions beyond their control.

At St. James' we feel that the royal blue and our logo are part of our school ethos and central to our identity as a 'family' of staff, pupils, parents and Governors, working together as a team.