

SOKE EDUCATION TRUST

School Uniform Policy

Approved via Governorhub

Approved date	Autumn 2025
Review date	Autumn 2029



School Uniform Policy

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

Legislation and Guide

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 headteacher, 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 and 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 any items with distinctive characteristics where possible
- 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 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

AJS School Uniform Code:

- *Plain black shoes, trainers or plain black ankle boots (no open toes or trainers)
- *White polo shirt or white collared shirt or blouse
- *Red sweatshirt, red fleece or red cardigan (no hooded tops)
- *Grey skirt, grey pinafore dress, smart grey trousers, smart grey shorts - (no leggings or jogging bottom material)
- *Red/white checked gingham dress or playsuit (stock more readily available during Summer months)
- *Red, white, black or grey plain socks or tights
- *No nail varnish, make up, fake nails or fake eyelashes
- *Plain headbands in school uniform colours only (no novelty headbands e.g: cat ears/unicorn horn)
- *Small hair accessories in school colours only e.g: small red or white bow/scrunchie/clip
- *Stud earrings only (no other jewellery to be worn)
- *A watch may be worn (no smart watches that are connected to a device or have a camera)

PE Uniform:

- *Suitable trainers (no football boots or astro-turf trainers)
- *Long hair must be tied up
- *All earrings and watches must be removed
- *Plain white or red T-shirt with or without school logo (no football tops or large logos)
- *Plain black shorts, plain black jogging bottoms or plain black leggings (no hotpants)
- *Plain black or red sweatshirt (with or without school logo - no hoods)
- *A separate named bag for swimming kit
- *One piece swimming costumes or swimming shorts (above the knee only)
- *Swimming hat (these are available to buy at the school office)
- *Goggles (optional)

Where to purchase it

Total Clothing

Items with the school logo can be purchased online at

<https://www.totalclothing.co.uk/collections/alderman-jacobs-primary-school>

We do not insist on items having a school logo and recommend local supermarkets for plain red sweatshirts, white polo shirts etc.

There are multiple times during the year when lost property is laid out for retrieval. Items without names can be passed to parents without charge at the end of the school year.

Whittlesey Library also runs a 'free used uniform' shop during the summer holidays.

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)

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 are also expected to contact the Headteacher 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 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 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 the Headteacher in accordance with the 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.

Governors

The local governance committee 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 committee 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.

Links to other policies

This policy is linked to our:

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

Updated		Ratified		Review Frequency	Next Review Date	Signed by	
By	Date	By	Date			Head	Chair
Martin Fry	Autumn 2025	LGC	6 th October 2025	4 Years	Autumn 2029		