

St James CE Primary Academy



Together through faith we will aspire to grow in our understanding of ourselves, in our abilities and in our knowledge of God's wonderful diverse world.

Uniform Policy

Review Date: January 2026

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

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 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 to get in touch with Mrs Hewkin or Mr Dobson, who can answer questions about the policy and respond to any requests

Limiting 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 long-lasting items, such as ties, jumpers and cardigans
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- 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:

All pupils attending St James CE Primary Academy are expected to wear:

- V-neck Royal blue jumper/cardigan with school logo
- Pale blue collared shirt
- Grey trousers/skirt/pinafore/shorts
- Clip on or elasticated school tie
- In the summer months there is also the option to wear a blue and white gingham summer dress.
- Black shoes (boots or trainers are not permitted)

P.E Kit

All students at St James are expected to wear the following items when participating in P.E:

- Plain white T-shirt or one with school logo/school polo shirt
- Black shorts/leggings/jogging bottoms
- Trainers

Where you can purchase our school uniform

Branded items required for pupils at St James can be purchased from Uniforms Plus in Lichfield or Rugeley or online at [Uniforms Plus | Embroidered Clothing for Schools & Organisations](https://www.uniformsplus.co.uk/) items can also be purchased online from School Trends St James C E Primary Academy Uniform (schooltrends.co.uk)

All non-branded items can be brought from all high street retailers

St James will host a second- hand uniform sale during the summer term and welcome all uniform donations from our families. All monies raised will go directly to school fund.

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

Reasonable Adjustments to School Uniform

We understand that some pupils may need adjustments to the expected school uniform to meet their individual needs. For children with Special Educational Needs and Disabilities, we will make reasonable accommodations wherever possible. Likewise, if a child has a medical condition that affects what they can wear, we ask for a note from their doctor outlining the diagnosis and any recommended changes to the uniform in order to support the pupil in finding the most comfortable solution for them.

Staff

Staff will 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 Head of School 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

Second Hand Uniform

At St James we understand the financial pressures that come with buying school uniform for your children. The school has a variety of uniform items that have come from unclaimed lost property and donations from parents whose children no longer need the school uniform. These items are available on request should parents need them at any point during the year.

Parents wanting to enquire about any second-hand uniform items that are available should pop into the school office or email office@st-james.staffs.sch.uk with their requirements.

In addition, the school will hold swap shop events throughout year to support families with school uniform.