

BATH & WELLS
Multi Academy Trust
'That they may have life, life in all its fullness' John 10:10

Uniform policy

Bath & Wells Diocesan Academies Trust

St John the Evangelist Church School Uniform Policy 2026

Version	2.0
Last approval date	September 2025
Current date approved	September 2026
Next review date	September 2027
Approved by	BWMAT Board of Trustees
Policy Owner	Director of Systems Leadership
Policy location	SharePoint
Target audience	Public
Reason for change	Updated in line with guidance Sept 2026

Contents

1. Aims 3
2. Our school's legal duties under the Equality Act 2010 3
3. Limiting the cost of school uniform 3
4. Expectations for school uniform 5
5. Expectations for our school community 6
6. Monitoring arrangements 7
7. Links to other policies 7

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 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

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: 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 the Headteacher who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. 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 (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. At this time **all** items of STJE school uniform are widely available from local supermarkets and high street retailers. There is no requirement for pupils to wear branded uniform items, ensuring that school uniform remains affordable and accessible for all families.
- 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
- Considering cheaper alternatives to compulsory 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 such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- Avoiding different uniform requirements for different year/classes
- 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, such as creating posters
- 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

4. Expectations for school uniform

4.1 Our school's uniform

School Uniform

- Bottle green jumper or cardigan
- Gold or white polo shirt
- Grey or black trousers / shorts / knee length skirts or pinafores
- Green and white gingham or striped summer dress
- Black, grey or white socks, or black, grey or dark green tights
- Black shoes, no open toes
- A coat suitable for the weather

PE Kit

For PE lessons and games children (except Owls) should come to school wearing their PE kit.

- - Gold or white t-shirt
- - Plain black shorts/skort (mid-thigh length) or plain black jogging bottoms/sports leggings, as weather dictates
- - Black trainers (or daps if indoors)
- - All PE clothing should be free from obvious branding
- Children in Owls (Year R) should have their PE kit in a suitable labelled bag to keep on their peg.

Accessories:

- - A basic watch, one pair of stud/sleeper earrings are permitted but must be removed for PE, games or swimming lessons
- - Long hair should be tied back for PE, D.T/art and cooking activities
- - Make-up / nail varnish are not permitted in school
- -We encourage the use of the school book bag

Pupils in Years 3-6 who are participating in swimming lessons as part of the National Curriculum will need a named bag containing: -

- Towel
- Swim wear - All children should wear appropriate swimming wear, i.e. girls in one-piece
- costumes and boys in fitted shorts/trunks.
- Goggles – if required
- Brush / Comb - Any child with longer hair which may fall over their face should have it tied back or wear a swimming hat.

(A letter will be sent to parents notifying them of the dates of lessons at least two weeks prior to commencing).

4.2 Where to purchase or acquire it

There is no requirement for pupils to wear branded uniform items. All school uniform items are widely available from local supermarkets and high street retailers, ensuring that uniform remains affordable and accessible for all families. For families who wish to purchase branded items, these are supplied by Monmark, based in Clevedon, and can be viewed and purchased through their online shop.

Pre-Loved Uniform

To support affordability and sustainability, pre-loved school uniform is available through the Friends of St John's. A range of second-hand uniform items will be offered throughout the year, providing families with an accessible and cost-effective option when purchasing school uniform.

Information regarding the availability of pre-loved uniform and any sales events will be communicated to families by the school via newsletters and also from the Friends of St John's. Families who require access to pre-loved uniform outside of advertised sale dates are encouraged to contact the school office in confidence. The school office will liaise with the Friends of St John's to determine whether suitable items are available.

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 speak to the Heateacher 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/carers 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/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 locally
- 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.

5.3 Staff

We encourage all pupils to wear the agreed school uniform. Where a pupil is not wearing the correct uniform, staff will work sensitively with families to understand and address any concerns or barriers to compliance. No pupil will be excluded from learning or disadvantaged because of difficulties accessing the required uniform.

5.4 Role of the Trust Local Committee (TLC)

The Trust Local 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/carers, and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The TLC 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 annually by The TLC in relation to the detail of the school uniform and where it can be purchased or acquired. At every review, parents/carers will be asked for their views.

7. Links to other policies

This policy is linked to our:

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