

Uniform and Appearance Policy 2025-26

St John's C of E Middle School



This policy is reviewed and updated annually by Natasha Birmingham and approved by the Local Governing Body.

Last reviewed on Date: September 2025

Next Review Date: September 2026

(Amended January 2026)

In collaboration with



St John's C of E Middle School Academy Uniform and Appearance Policy 2025-26

1. Legal framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- LGBTQ+ Policy
- Tendering and Procurement Policy

2. Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- Ensuring that the school's uniform is accessible and affordable.
- Ensuring compliance with the DfE's ['Cost of school uniforms'](#) guidance.

The headteacher is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and

making appropriate recommendations to the governing board.

- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the school has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

The school will develop and review its uniform policy in line with the following principles:

- The school will seek to ensure that the uniform is affordable. In doing so, the school will consider the total cost of school uniform, considering all items parents are required to provide while their child attends the school.
- The school will keep the use of branded items to a minimum.
- The school will ensure that uniform supplier arrangements prioritise value for money, quality and durability.
- The school will ensure that second-hand uniform is available and that information about accessing this is published on the school website.

Branded items

In line with the DfE guidance on the cost of school uniforms, the school limits the number of compulsory branded items.

The compulsory branded items are:

- School clip-on tie (1 item)
- **Either** a school-branded jumper **or** a school-branded blazer (1 item)
- PE polo shirt with school logo (1 item)
- Black and red PE shorts (1 item)

This means pupils are required to have **no more than four compulsory branded items**, one of which is a choice between a jumper or a blazer.

All other uniform items can be purchased from a range of retailers, including supermarkets, to help keep costs as low as possible.

Principles in practice

In accordance with the School Admissions Code, the school will ensure that its uniform requirements do not discourage parents from applying for a place.

The school will regularly assess the overall cost implications of its uniform policy, before making any changes. When evaluating whether costs are reasonable and proportionate, the school will consider the circumstances of:

- Economically disadvantaged families
- Families with multiple children at the school
- Parents of younger pupils who may outgrow uniform quickly
- Pupils with protected characteristics that may impact access to uniform
- Looked After Children (LAC) and Previously Looked After Children (PLAC)

The school evaluates the cost of its uniform based on the **overall collection of required items**, rather than individual pieces, recognising that parents will need multiple items such as shirts and socks to ensure pupils attend school in clean uniform each day.

Variations in uniform between year groups or pupil groups will be kept to a minimum to maximise wearability and allow items to be passed on where possible.

Where branded items are required, the school will take steps to keep costs low by:

- Limiting branded items to those that are durable and less likely to be outgrown quickly
- Making second-hand uniform available at a reduced cost

The school will continue to meet the DfE's requirements and recommendations on affordability and value for money.

3. Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

SEND and medical conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy considers the needs of these pupils. This includes:

- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

The school will ensure that it works with a supplier that acts in accordance with the school's values and principles on equality and inclusion.

4. Complaints and challenges

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

In considering a complaint, parents should be aware that teachers can sanction pupils for breaching the school's rules on appearance or uniform. The school expects this to be carried out in accordance with the school's published behaviour policy. The school aims to deal with pupil non-compliance in a proportionate and fair way.

5. School uniform supplier

The school's current school uniform supplier is:

S & H School wear & Sports, 1 Church Street, Bromsgrove. B61 8DD Tel: 01527 874885

6. Uniform assistance

The school will support disadvantaged families in meeting the costs of uniforms. The school asks any parents who are struggling financially or are entitled to pupil premium funding to contact us directly so we can discuss what support is available.

The school will hold second-hand school uniforms in the [school office](#) for parents to access; parents can email the school office to check what sizes we have available at school@st-johns-bromsgrove.worcs.sch.uk. Parents are invited to donate their child's uniform when they no longer need it.

Our school uniform supplier, S & H School wear, also have pre-loved uniform rail and all contributions are donated to Primrose.

7. Non-compliance

Staff will be permitted to sanction pupils for breaching this policy, where relevant to their role, in accordance with the school's Behaviour Policy.

The headteacher, or a person authorised by the headteacher, will be permitted to ask a pupil to briefly go home to remedy breaches to the school's uniform. When deciding whether to allow a pupil to return home, the member of staff will consider the pupil's age and vulnerability, the length of time it will take, and the availability of the pupil's parents. A parent will always be contacted before sending the pupil home, if contact with the pupil's parent cannot be made, the pupil will remain in school.

Where a pupil has been sent home to rectify uniform breaches, the absence will be recorded as 'authorised'. If a pupil repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence will be recorded as 'unauthorised'.

Parents will be notified of pupils' breaches of school uniform.

8. School uniform

We believe a smart uniform worn by all pupils builds a sense of identity and belonging to the school community. We are proud of our school and strongly believe our school uniform worn correctly, helps to reinforce our core values and instill a sense of pride in ourselves and our environment.

It is very important that the children take a pride in their appearance. School uniform should be properly worn in school, on educational visits and during the journey to and from home. If, for some reason, a pupil has to come to school without uniform, permission must be sought by contacting the Class Teacher or Head of Year before the child comes to school. No child should simply arrive in school without uniform, unless specific instructions have been given to that child by a member of teaching staff.

All pupils should always maintain a smart appearance. All items of uniform **must be clearly labelled** with the child's name to help us return lost items. We will endeavour to return all named items to the owner and retain unnamed items for a short period of time for pupils to check.

8.1 Jewellery

School is the pupils' workplace. As part of their curriculum work they may have to use machinery, tools and engage in physical activity. Jewellery can be dangerous and hazardous in these situations. In addition, jewellery can easily be lost, causing distress to the loser and much time wasted in trying to find the missing item. Therefore, only a small single metal stud can be worn in each ear lobe and must be removed during PE lessons. This is the only piercings the school permits. If a child wishes to wear an activity tracker for PE, it should be covered by a small sweat band. There are some activities where they will have to remove. No other jewellery is to be worn, unless exceptions have been made, for example for religious reasons.

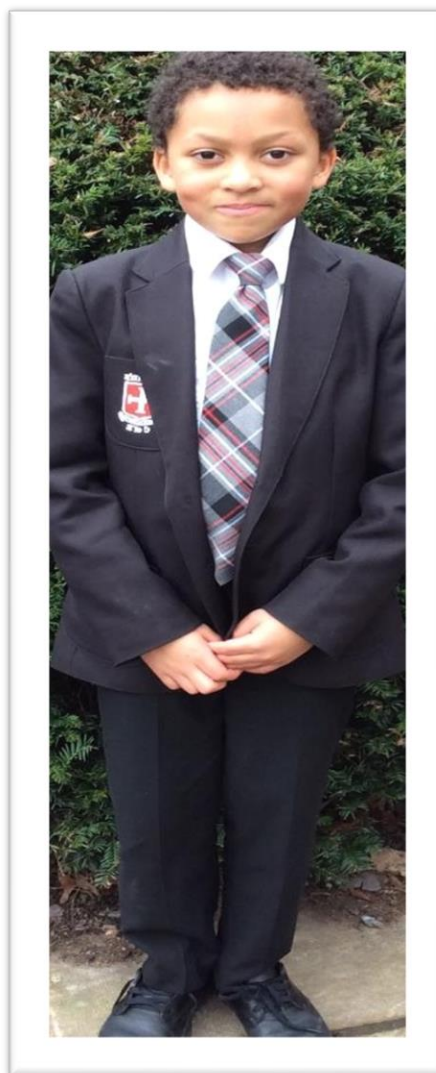
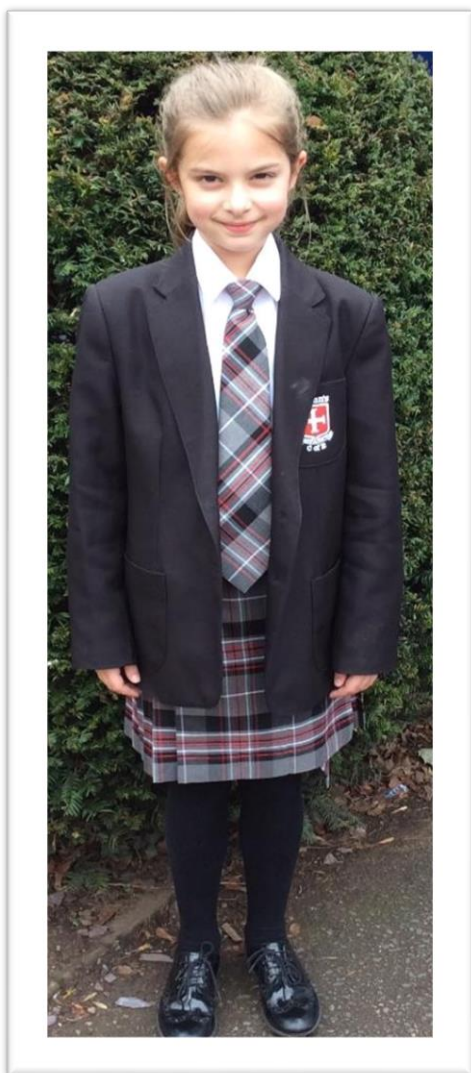
Nose studs, lip and tongue and piercings, as well as naval piercing jewellery are banned. Jewellery in the mouth is perceived to be high-risk for PE activities and more general school activities. Risks involving swallowing damage/tearing of the tongue and roof of mouth, damage to teeth and so on. Pupils may be supervised separately during social times or alternative arrangements made for PE where health and safety concerns apply. They will complete work in a supervised environment to support their learning progress as part of the school's commitment to inclusion.

All jewellery is brought into school at the pupil's own risk and school will not take responsibility for any items that go missing. Any jewellery worn that contravenes this policy will be confiscated and the child will be able to collect it at the end of the day. Where a child persistently wears jewellery, it will be confiscated and a parent will need to collect it from the school office.

8.2 Hair and Make up

Hair should be tidy, of reasonable appearance and of such length that there is no risk of getting it caught. Pupils should not wear anything in their hair other than plain hair bands or clips, no large bows or flowers. Pupils should not have patterns or logos shaved into their hair and hair should not

be of a colour which could be described as unnatural. In some practical lessons, long hair may have to be tied back for reasons of safety or hygiene. The school recognises that hair texture, styles and coverings may be linked to ethnicity, culture, religion or medical need, and reasonable adjustments will be made in line with the Equality Act 2010. Strictly no makeup, Nail varnish or acrylic nails are to be worn at school. Pupils who are wearing makeup or nail varnish will be asked to remove it. Any Pupil who comes into school with an unacceptable hair style or wearing makeup and refuses to remove it will be issued with demerits and/or sanctions in line with our Behaviour and Positive Relationships Policy.



Summer uniform expectations remain the same during the summer term. During extreme heat pupils will be told during the school day if they can remove their ties and undo their top buttons. In some instances, the school may allow the pupils to wear PE kit to school - however, this is very rare and should only occur where the school has notified parents in advance.

The school uniform is as follows:

Item	Optional or required	How to acquire	Cost per item from school supplier
Regular Uniform			
Item	Required or Optional	How to acquire	Cost
Knee-length tartan skirt or black tailored trousers - not fashion styles, jeans, hipsters or skinny leg.	Required	Tartan skirt available from school supplier. Black tailored trousers can be brought from regular retailers	£14.99 N/A
Black School Blazer with school logo on right hand side	KS3 - Required KS2 - Optional	Available from School suppliers	£33.99
Red school "V" necked jumper with school logo	KS2 - Required KS3 - Optional	Available from School suppliers	£19.99-£27.00 (Size Dependent)
White school shirt	Required	Can be purchased from regular retailers	N/A
Clip on tartan tie	Required	Available from School suppliers	£9.99
Black tights or socks	Required	Can be purchased from regular retailers	N/A
Black leather shoes low or no heel, no canvas, boots.	Required	Can be purchased from regular retailers	N/A
PE Kit			
Year 5 & 6 Black and red shorts or skort. Year 7 & 8 Black and red shorts or school shop leggings (Skort is not permitted in year 7 & 8)	Required	Available from School suppliers	£9.99
Black and red polo shirt with school badge	Required	Available from School suppliers	£14.99
Red hooded jumper with school logo	Optional	Available from School supplier	£14.99 junior £19.99 adult
Plain black socks (must not be branded)	Required	Can be purchased from regular retailers	N/A
Plain black track suit bottoms Black and red leggings – only school shop leggings are permitted	Optional	Can be purchased from regular retailers. (The school supplier sells tracksuit bottoms that match our PE kit)	N/A
Sports Trainers – pumps/ high tops not permitted.	Required	Can be purchased from regular retailers.	N/A
Studded or molded football boots, Shin pads and gym shields recommended for some game's activities	Optional	Can be purchased from regular retailers.	N/A

