SIR JOHN THURSBY COMMUNITY COLLEGE

Uniform Policy

Reviewed:	October 2026
Date approved by Governors:	**6th October 2026**
To be reviewed:	**October 2027**
Person Responsible:	**Deputy Headteacher**

AMBITION
RESPECT
BELONGING

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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 is 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 other/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 year team for the pupil's year group 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

The Governing Body supports a school uniform that:

- Promotes pride in the school and its values
- Encourages a positive climate for learning
- Supports safeguarding by making pupils easily identifiable
- Reduces social pressures and distinctions between pupils
- Prepares young people for settings where professional standards of appearance are expected
- Promotes equality, inclusion and community cohesion

Our school has a duty to make sure that the uniform we require is affordable, 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 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 4 or fewer. The school tie is included as part of this total
- 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
- 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

Uniform will be worn by all pupils in school and should consist of the following:

- Black tailored trousers (not sports trousers) or skirt
- White shirt
- Black blazer with SJT logo
- Black jumper with SJT logo (optional)
- Black socks
- School tie (each year group will be distinguished by a colour)

Headscarves

Headscarves should be a plain, dark colour and should allow for full visibility of your child's face and neatly tucked into the school shirt. Headscarves must be securely tucked away in all practical lessons (e.g. Science, DT and PE).

Jewellery, Hair & Make Up

One pair of stud earrings is permitted. Other styles of earrings, nose studs/rings or other facial piercings are not allowed.

Hair should be of a natural colour and without patterns cut into it. Long hair must be tied back for health and safety reasons in practical lessons.

Make up, including nail varnish and acrylic nails are not permitted in school.

Footwear

Trainers are permitted to be worn as long as they are entirely black in colour, this includes any branding, laces or outer soles.

Acceptable footwear must be all black, made of leather and have a matching black sole.

Shoes that have a contrasting sole, different colour branding or have non leather sections are not allowed.

Coats

Pupils are welcome to bring a warm, waterproof coat to school. This must be a dark colour. Coats are not permitted inside the building.

PE Kit

The PE Kit consists of:

- Black shorts of tracksuit bottoms with the SJT logo
- Plain black joggers without the SJT logo are permissible but they must be plain black and without branding or cargo style pockets
- White PE top with the SJT logo
- Black socks
- Trainers with non-marking soles
- Artificial ground (AG) football boots or Astro turf (TF) trainers
- Plain black sports leggings

Whilst in school we expect pupils to uphold our high expectations regarding uniform and ensure that it is worn correctly, with shirt tucked in and top button done up at all times.

4.2 Where to purchase or acquire it

Items that require the school logo can be purchased from the school uniform suppliers in the area.

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 no trips that are organised by the school, or where they are representing the school (if required)

Pupils are also expected to contact their year team 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 their child's year team 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

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 contact with home and lending items of uniform, including shoes, where available.

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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory guidance.

5.4 Governors

The governing body 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 board 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 governing body

7. Links to other policies

This policy is linked to our:

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