Shakespeare Junior School
Uniform Policy 2026

Name Of School:	**Shakespeare Junior School**
Date Of Policy Review:	**September 2026**
Date Of Next Policy Review:	**September 2027**
Name(s) Of Responsible Manager:	**Mrs Wilson & Miss Lewis**
Name Of Headteacher:	**Mrs Wilson**

Statement of Intent

Shakespeare Junior School is committed to promoting equality and value for money and to ensuring that no child is discriminated against due to their religion or belief, economic circumstances or social and cultural background. This policy contains provisions to meet these objectives and has been created with health and safety, value for money and practicality at its heart. Additionally, it is important that our pupils feel a sense of belonging to our school. We believe that wearing a smart and practical uniform allows all children, regardless of their backgrounds, to feel equal to their peers and confident in their appearance.

We also believe it is important for children to wear clothing that is conducive to a successful learning environment, including activity-appropriate clothing, such as sports attire.

Legal framework

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

- Education and Inspections Act 2006;
- Education Act 2011;
- Human Rights Act 1998;
- Equality Act 2010.

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

- DfE (2014) 'School Admissions Code' ;

- DfE (2013) 'School Uniform';
- Guidance about Costs of School Uniforms Act 2021.

Objectives

The establishment of a school policy on uniform seeks to:

- Instil pride amongst the pupils in school;
- Support positive behaviour and discipline;
- Encourage identity with, and support for, school ethos;
- Ensure pupils of all races, creed/religion and backgrounds feel welcome;
- Protect children from social pressures to dress in a particular way;
- Nurture cohesion and promote good relations between different groups of pupils;
- Provide a sense of belonging and identity;
- Set an appropriate tone for education.

Implementation

The school follows the DFE non-statutory guidance on school uniform and other aspects of appearance such as hair colour and style and the wearing of jewellery. Every effort is made to ensure that its School Uniform Policy is fair and reasonable.

When making decisions about uniform the governing body will consider:

- Affordability;
- Availability;
- Impact on teaching and learning;
- Sustainable sourcing;
- Health and safety;
- Religion or belief;
- The Human Rights Act 1998, Equality Act 2010 and anti-discrimination legislation;
- Temporary or permanent medical conditions.

The details of the uniform are published on the school website.

Roles and Responsibilities

The Governing Board is responsible for:

- In consultation with the Head Teacher and school community, establishing a practical and smart school uniform that accurately reflects the school's vision and values;
- Ensuring that equal opportunities are considered regarding the school's uniform and that no person is discriminated against;
- Listening to the opinions and wishes of parents/carers, pupils and the wider school community regarding changes to the school's uniform;
- Ensuring that the school's uniform is accessible and affordable.

The Head Teacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis;
- Ensuring that school staff understand this policy and know what to do if a pupil is in breach of the policy;
- Listening to the opinions and wishes of the school community regarding the school's uniform and making appropriate recommendations to the Governing Board;
- Providing pupils with exemptions as appropriate e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Teaching and support staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times;
- Taking appropriate action when pupils are in breach of this policy;
- Ensuring that pupils understand why having a consistent and practical school uniform is important e.g. to establish school identity.

Parents/carers are responsible for:

- Providing their children with the correct school uniform as detailed in this policy;
- Informing the Head Teacher if their child requires a more relaxed uniform policy for a period of time, including 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 Head Teacher has granted an exemption;

- Looking after their uniform as appropriate;
- Respecting why a school uniform is important to the school e.g. to develop a sense of belonging.

Our Uniform

The school endeavours to ensure that our uniform is as gender neutral as possible. The uniform is as follows:

- Navy sweatshirt or navy cardigan;
- Navy/White/pale blue polo shirt;
- Grey or black trousers;
- Grey, Black or navy skirt/pinafore (in summer, a blue and white summer dress may be worn);
- Black, sensible shoes;
- Grey, Navy or Black socks or tights.

Our PE Kit

The PE kit is as follows:

- Plain white T-shirt;
- Navy hoody/sweatshirt or normal school jumper;
- Navy or black tracksuit bottoms or leggings;
- Navy shorts (in summer);
- Suitable trainers.

All items of clothing and footwear must be labelled with the pupil's name.

Financial Support

The governing body gives high priority to cost and best value considerations in the design of its school uniform. It bears in mind at all times that items that must be purchased in accordance with school rules can be expensive, particularly for low income and large families, and recognises that uniform should not be a barrier to parents in choosing the school.

Financial support for Pupil Premium families in purchasing items of uniform may be available from the school in cases of hardship. Information will be provided directly to parents on how this can be accessed.

Equality

Once the uniform policy has been agreed, the school will consider:

- Any request that is made to vary the policy to meet the needs of an individual pupil to accommodate their religion or belief. The school at all times acts reasonably in accommodating religious requirements with regard to uniform. However, the governing body takes notice of the DFE's guidance that the freedom to manifest a religion or belief does not mean that an individual has the right to manifest their religion or belief at any time, in any place, or in any particular manner;
- Any request that is made to vary the policy to meet the needs of an individual pupil because of temporary or permanent medical conditions. The Headteacher may exercise discretion in response to individual interpretations from students on what is allowed that have not been covered by the above list.

Changes to School Uniform

The school will consult widely when considering any significant changes to the established uniform. In particular it considers the:

- Desire to promote a strong, cohesive, school identity that supports high standards and a sense of identity among pupils;
- Need to promote harmony between different groups represented in the school;
- Concerns of any groups about the proposed policy, and whether the proposed policy amounts to an interference with the right to manifest a religion or belief, and whether it is discriminatory. In such cases the school weighs up the concerns of different groups, considers whether it can accommodate fully the concerns of all groups;
- Time frame for introducing a new uniform policy or amending an existing one. A transitional period for phasing out the old uniform and introducing the new one is always considered, as is the length of time before the pupil leaves the school;
- The cost implications of any changes.

Following initial discussions with the governing body, consultation will include parents, students, staff and governors. It is the role of the Headteacher to put proposals to the governing body based on the results of the consultation. The role of the governing body is to:

- Ensure that statutory duties are met and relevant guidance followed;
- Ensure that stakeholder views have been sought and taken account of;
- Ensure that proposals have been properly developed and costed;
- Once this discussion has taken place, vote on the recommendation.

Non-compliance with the School's Uniform Policy

This will warrant a personal conversation with the Headteacher or Assistant Headteacher with the aim of supporting families and understanding reasons behind the non-compliance.

For example, if a child is wearing inappropriate footwear, teaching and/or support staff will inform parents/carers by telephone or in-person. If a child requires an item of uniform for a specific activity and no spare clothing is available in school, parents/carers may be asked to bring the item into school. Individual family circumstances will be considered in the event that a child is not wearing the correct uniform.

The school endeavours to work with families to resolve breaches of this policy in a timely manner.

School Uniform Expectations

The school website maintains an up- to- date list of school uniform and PE kit. Shakespeare Junior School does not insist on any particular make or shop in which to buy the uniform from, however, there are cardigans, t-shirts or sweatshirt with the school logo on, which can be purchased from Flamingo Clothing:

https://www.flamingo-clothing.school/

School staff encourage good organisation of clothing and footwear, for example, designated spaces for children to keep belongings in and checking of labels. However, all pupils' clothing and footwear must be clearly labelled with their name as there is no lost property box/storage in school. Clothing and footwear are the responsibility of the pupil and not the school.

Hair Styles

Hairstyles should be smart in style. The Head Teacher will take each individual pupil's scenario into consideration. For health and safety reasons; long hair should be tied up.

Large, excessive hair accessories should not be worn; however, small hair clips or plain headbands are acceptable.

Hair extensions are not permitted.

At the Head Teacher's discretion, there may be exceptions to the above in extreme circumstances e.g. a pupil may be permitted to cover their hair if they have hair loss / illness etc.

Jewellery and Makeup

The only permitted jewellery that may be worn is:

- One pair of stud earrings (no other piercings are permitted);
- A sensible wristwatch.

Jewellery is the responsibility of the pupil and not the school.

Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, for example, PE lessons. If children cannot remove their own earrings, then this should be done at home on the day of PE.

Makeup is not permitted for children at school, this includes nail varnish and false nails.

Water Bottle

All children should bring a water bottle into school every day: this can be refilled by children whenever necessary during the day. Water bottles must be labelled with the pupil's name.

Adverse Weather

Coats need to be available for the children when rain is forecast, as they will be going outside in light rain. Please provide a coat for your child on these occasions.

Hot Weather

Everyone working at/attending the school during hot weather conditions is required to wear sun-safe clothing that covers as much of their skin as possible. This includes wearing:

- Loose fitting tops with collars or covered necklines;
- Tops that cover the shoulder area;
- Grey or black shorts or pale blue and white summer dresses of an appropriate length (if families wish to);
- Sun-safe hats;
- Sunglasses with UV protection;
- Sunscreen (children must be able to apply this themselves).

During hot weather, lightweight clothing is required to reduce the risk of overheating. Pupils are not required to wear their jumpers/cardigans during heatwaves. If outside during break and lunch times, pupils not wearing sun-safe clothing/sunscreen are advised to stay in an area protected from the sun.

Cold Weather

During cold weather, pupils can wear scarves, gloves, coats and hats when they are outside. Additional layers underneath the usual school uniform are accepted. Where possible, pupils not wearing warm clothing are provided with spare clothing if going outside during break and lunch times.