

Manston St James C of E Primary Academy Policies & Procedures

Uniform Policy

Approved on	19 th November 2025
Approved by	Local Governing Board
Last reviewed on	24 th October 2025
Next review due	24 th October 2028

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 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 includes 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 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 request changes to swimwear for religious reasons.
- 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 the headteacher, who can answer questions about the policy and respond to any requests.

3. Limiting the cost of school uniform

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 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 make sure our uniform:

- Carefully considering whether any items with distinctive characteristics are necessary.
- Limiting any items with distinctive characteristics where possible, for example by allowing sweatshirts with or without the school logo.
- Limiting items with distinctive characteristics to low-cost or long-lasting items.
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability.
- Keeping the number of branded items to a minimum, so that the school's uniform can act as a social leveller.
- Avoiding different uniform requirements for extra-curricular activities.
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels.
- Making sure that arrangements are in place for parents to acquire second-hand items.
- Avoiding frequent changes to uniform specifications therefore minimising the financial impact on parents/carers.
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

4. Expectations for school uniform

4.1 Our beliefs about uniform

We believe that a school uniform is important in contributing to a sense of belonging and community. It helps children feel equal to their peers in terms of appearance and fosters a feeling of pride in their school.

We ask that all children wear the uniform and encourage them to maintain a good standard of clean and tidy dress in school.

4.2 Our school's Uniform

Manston St James' school uniform for Reception consists of:

- Black or navy jogging bottoms or leggings
- Black or navy shorts or skirt (no hot pants)
- Plain, white round necked t-shirt (with or without logo)
- Navy hoodie (with or without logo)
- Sports trainers (not fashion)

Manston St James' school uniform for Years 1-6 consists of:

- Navy sweatshirt or cardigan (with or without logo).
- Grey skirt or pinafore dress (to be worn no shorter than 5cm above the knee).
- Grey trousers or shorts.
- White polo shirt (with or without logo).
- White blouse or shirt worn with a tie.
- Gingham dresses in blue and white
- Black shoes (flat heels) or plain, black, non-branded trainers

Length of skirts

It is expected that pupils in all year groups at Manston St James will dress according to the uniform policy. Where skirts are too short, the child will be asked to change into a skirt provided by the school for the day and will wear it home (to be washed and returned to school as soon as possible). Parents will also be contacted to request that their child is supplied with the correct uniform.

Manston St James' PE uniform consists of:

- Black or navy jogging bottoms or leggings
- Black or navy shorts or skirt (no hot pants)
- Plain, white round necked t-shirt (with or without logo)
- Navy hoodie (with or without logo)
- Sports trainers (not fashion)

Please note, PE may take place outside regardless of the weather. Children should have appropriate PE kit for the weather conditions.

Manston St James' swimming kit consists of:

- One piece swimming costume (no bikinis)
- Trunks

Miscellaneous:

General appearance:

- No make-up (including eye-liner).
- No false nails.
- No nail varnish (fingers and toes).
- No temporary tattoos.
- No face paint (unless on school themed non-uniform days).

Headwear:

- School coloured headbands, bobbles and clips that are reasonably sized.
- No large bows
- No tiaras
- No cat ear head bands
- No clip-on hair extensions
- No coloured hair braids
- No deely boppers

Jewellery:

- Stud earrings only (no hooped earrings) which need to be removed for PE.
- Watches may be worn and removed for PE.
- No rings; necklaces; bracelets; friendship bracelets.

Personal Items:

- No personal items or belongings should be brought into school.

Where to purchase Manston St James uniform:

Uniform with the school logo can be purchased from:

- The Uniform Shop, 369-373 Harehills Lane, Leeds, LS9 6AP. Telephone: 0113 2351256
- Rawcliffes, 617-619 Roundhay Round, Leeds, LS8 4AR. Telephone: 0113 2494025
- Non-branded uniform can be purchased from a number of local retailers, including supermarkets.
- Second-hand uniforms sales will be organised in school.

5. Expectations for our school community

Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-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 contact the Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 and carers are also expected to contact the Headteacher if they want to request and amendment to the uniform policy in relation to:

- Their child's protected characteristics

- The cost of the uniform

Parents and carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Disputes about the cost of the uniform will be:

- Resolved logically
- Dealt with in accordance with our school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

Staff

Staff will monitor pupils to make sure they are in the 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 the Headteacher.

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.

Governors

The governing board 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 the parents, carers and pupils
- Offers a uniform that is appropriate, practical and safe for pupils

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money. The governing body does not expect parents and carers to purchase branded uniform.

6. Monitoring arrangements

This policy will be reviewed by the local governing board at least every 3 years.

7. Link to other policies

This policy is linked to our:

- Positive behaviour policy

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