Lady Joanna Thornhill (Endowed) Primary School

Learning for the Head, Heart and Hand

School Uniform Policy

We want to ensure your needs are met. If you would like this document in any other format, please contact us: office@ladyj.kent.sch.uk

Reviewed	**September 2026**
Date of next review	**September 2028**
Reviewed by	**Rachael Foster, Headteacher**
Chair of Governors	**James Coumbe**

This policy will be updated every 2 years.

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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 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 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 that 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 Rachael Foster, 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 on 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 do this by:

- Carefully considering whether any items with distinctive characteristics are necessary or can be optional.
- Limiting any items with distinctive characteristics where possible and by ensuring these are readily available at a wide variety of outlets.
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling 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 uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes

4. Expectations for school uniform

4.1 Our school's uniform

Please make sure you CLEARLY MARK children's uniform and kit with your child's name. All sweatshirts look the same.

We strongly believe that the wearing of a uniform helps the children to identify with their school and we encourage you to support us by providing the items listed below. If you have financial problems regarding uniform, then please contact the School Office (01233 812781 / office@ladyj.kent.sch.uk). We will always operate a second-hand uniform sale throughout the year and parents can request access at any point via the school office.

We would ask that children do not wear jewellery to school, other than a watch and small stud earrings (for children with pierced ears). During PE and Games, children must remove any jewellery and earrings. We will cover earrings with medical tape for the first six weeks after piercing, but after that we will ask children to remove them.

All Year Round

We restrict our school policy to one item of clothing with a logo, which is the burgundy sweatshirt/cardigan. Pre-loved items are available via the Friends of Lady Joanna if required.

- Burgundy sweatshirt or cardigan (with school logo)*
- Mid blue polo shirt
- Grey trousers (not black and no jeans or leggings)/Grey skirt/Grey pinafore
- Black or grey socks
- Grey tights
- Black shoes (no trainers or boots)

Summer

As above plus:

- Plain grey shorts
- Mid blue check dress

PE Kit

Although there is the sportswear available with the Wye logo, plain navy-blue tracksuits/shorts and a plain light blue t-shirt are also acceptable, and available from a range of supermarket / department stores.

- Light blue t-shirt with school logo *
- Navy shorts with school logo*
- Black slip-on plimsolls
- Named drawstring back with logo*
- Plain white, black or navy-blue trainers
- During PE and Games, children must remove any jewellery and earrings. We will cover earrings with medical tape for the first six weeks after piercing, but after that we will ask children to remove them.

Winter Games Kit

As above plus:

- Light blue t-shirt with school logo *
- Navy blue school tracksuit with logo* (zip up top and jogging trousers)
- Navy fleece jacket with logo* (optional)

4.2 Where to purchase it

All items with an asterisk (*) are available from:

- Embroidery Matters the school uniform supplier
- Additionally, second-hand uniform is available and the Friends of Lady J arrange regular sales throughout the school year to facilitate easy access to this

Please do not send children in with clothing that does not match the requested colour scheme or with writing on other than the school logo

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 contact Rachael Foster, Headteacher 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 are also expected to contact Rachael Foster, 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 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 school uniform will be:

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

The school will work closely with parents 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 our school behaviour policy.

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.

5.4 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
- 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 every two years, or before if required by Rachael Foster, Headteacher. At every review, it will be approved by FGB.

7. Links to other policies

This policy is linked to our:

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