

DIOCESE OF
ST ALBANS
MULTI-ACADEMY TRUST

Trust School Uniform Policy

Policy type	Trust wide with local context (Tier 3)
Review	Every Three Years
Author/Responsible Officer	Governance Officer (based on The Key model)
To be ratified by	Trust Board
Approved by	Trust Board
Date of ratification	March 2025
Date of next review	March 2028

This policy is a mandatory policy for all DSAMAT Academies and must be implemented with localized details within Section 4

Our mission, vision and values

Enabling all to flourish: Rooted in God's love



The Trust has a clear **mission** at its core, ensuring that all pupils are enabled to flourish, rooted in God's Love - academically, socially, spiritually, physically and mentally. This is central to our work and rooted in our Christian foundation (John 10 v 10). Our commitment to mutual flourishing within the school community is built upon our shared belief in Church of England principles. In our Trust, just as in the wider Church of England community, 'flourish' refers to prospering, thriving and growing. It means prayerfully encouraging all within our schools so that they might prove fruitful, successful and contented in the longer term. We seek to provide space generously for all to flourish in life and all of its structures. Equitable treatment for all pupils, staff and the wider community is a core part of enabling this long term, holistic flourishing.

We have a clear **vision** about creating successful schools for the benefit of their communities and we expect every school in the Trust to continuously improve. All schools provide rich and diverse curricula which evolve to meet the needs of their children and local communities, as well as delivering educational excellence to enable them to continue to flourish in later life.

The way we work and deliver against our mission is critical to our Trust. We have shared, agreed **values** of:

Hope; Nurture; Equality; Respect; Collaboration

The Trust's vision is underpinned by a Christian values framework which is adopted by all schools. It provides clear expectations for all Trust employees on how we wish our values to impact on all areas of school life. It draws on, and is informed by, the National Church of England Vision for Education and the Diocesan Board of Education Vision.

Each school within the Trust has a personalised vision for education, developed locally to reflect the individual character and needs of the school community. This vision is underpinned by the Trust's wider vision, and agreed with the Trust, but it is owned and driven by the headteacher and their LGB.

Our community

The Trust are dedicated to delivering education that serves local communities. Our schools are inclusive, welcoming those from all and no faiths, from all abilities and backgrounds. We believe in providing a high-quality education, underpinned by Christian values, which enables every child to flourish.

Underpinning all of the Trust's work is a belief in educational excellence. The Trust serves all stakeholders by providing schools with the highest levels of academic rigour and pastoral care.

Our schools are places where children and young people develop and thrive intellectually, socially, culturally, and spiritually. All of the Trust's schools teach a broad and balanced curriculum within national guidelines focusing on core skills. This is designed to ensure that all pupils reach their academic potential and seek to enrich their experience along the way. Pupils will be enabled to succeed in an atmosphere of high expectation, aspiring to educational excellence with a firm foundation of values.

This policy forms part of our Trust governance and ensures that we are held to the highest standards as we carry out our duties.

Statement of Intent

This is the Diocese of St Albans Multi-Academy Trust (DSAMAT) over-arching School Uniform policy and must be implemented and adhered to in each of the academies within the Diocese of St Albans Multi Academy Trust along with those working within the central team.

This policy will also be implemented and adhered to from the first day of any other school joining the Trust. For the remainder of this document, the Diocese of St Albans Multi Academy Trust will be referred to as DSAMAT.



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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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- Reduce or seek to 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 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 related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/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 Headteacher of their child's school 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

Our trust 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 uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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
- Limiting any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost and/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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- 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/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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 school's uniform

* Starred items are all available with the school logo from our official supplier, Mapac.

Main uniform

- Royal blue round-neck sweatshirt or v-neck cardigan * (*School branded preferred, but generic is acceptable*)
- White polo shirt
- Grey trousers, grey shorts, knee-length grey skirt or grey pinafore dress
- In Reception class, children can wear plain black jogging bottoms instead of grey trousers/skirt/pinafore.
- Black, white or grey socks or grey tights
- Sensible, plain black school shoes

During the warmer months, children can wear:

- Blue and white gingham dress

PE Kit (*Not required for Reception children*)

Children should come into school wearing their PE kits on PE days (usually two days per week - your child's class teacher will inform you which days their class has PE).

- Royal blue PE top or polo shirt * (*School branded preferred, but generic is acceptable*)
- Royal blue fleece or jumper/cardigan * (*School branded preferred, but generic is acceptable*)
- Plain black leggings, joggers, tracksuit bottoms or shorts
- Black, white or grey socks
- Trainers

Swimming Kit (Y4 and Y5 only)

Children in Y4 and Y5 attend swimming lessons, for which they will need:

- One-piece swimming costume or swimming shorts/trunks
- Towel
- Goggles (optional)
- Drawstring or other suitable bag

Other Items

- Weather-appropriate coat with a hood
- Book bag * or rucksack, large enough to take A4 exercise books
- Sun hat or cap (during the warmer months)



- Named water bottle
- Bike helmet (if cycling or scootering to school)
- Named snack pot (for fruit or vegetable snack, if bringing one to school)
- Named lunch bag/box (if bringing packed lunch)

Jewellery

- ONE pair of plain, discreet stud earrings may be worn. These MUST be removed or taped over at home on PE/swimming days.
- Other jewellery (including rings, bracelets or necklaces) should not be worn or brought into school.

Watches

- A sensible wrist watch may be worn (with no internet accessibility, audible timers, or ability to record/take photos).

Hairstyles and headwear

- Long hair must be tied back
- Hair bands and fastenings should not be overly large
- No brightly-coloured dyed hair
- Headwear should not have bold patterns or colours, or feature inappropriate words or images

Naming items

- All items of clothing, bags (including lunch bags / boxes), water bottles, coats etc must be clearly labelled with the child's name.
- Please check items regularly to ensure that name labels are still legible.

Lost Property

- Items that are not labelled with a child's name will be placed in the school lost property box - please ask the school office if you need to check this for any lost items.
- Any un-named items remaining in the box at the end of each half-term will be disposed of.
- The school does not accept any responsibility whatsoever for any items being lost or damaged regardless of whether these are labelled with the child's name or not.

4.2 Where to purchase it

- Whilst we offer some uniform items bearing the St James' logo, children can also wear generic items in the school colours which are available from most major supermarkets and high street clothing stores.
- Branded items are available online from Mapac:
<https://www.mapac.com/education/parents/uniform/StJamesMK404BD>
- Pre-loved items with the school logo are available from the PSA. There are regular sales at school, or the PSA can be contacted via the school office if uniform is needed between sales. If you have any old uniform which is clean and in good repair, please consider donating this to the school.



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 their 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/carers are also expected to contact the Headteacher of their child's school 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.

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 through the 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 The Trust Board

The trust board will review this policy and make sure that it:

- Is appropriate for our schools' context
- Is implemented fairly across the schools
- Takes into account the views of parents/carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils



Headteachers 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 three years by the governance officer. At every review, it will be approved by the trust board.

7. Links to other policies

This policy is linked to our:

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