



St Stephens Community **Academy**

School Uniform Policy

We have updated this policy in line with the DfE's new statutory uniforms guidance. Schools are expected to be compliant with the majority of this guidance by September 2022; however, there are exceptions, including where the school is tied into a contract with a supplier and where a competitive tender must be run to set up a new uniform contract. All schools should be compliant by September 2023 where possible.

Last updated: July 2026

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Statement of intent

St Stephens Community Academy believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

St Stephens Community Academy is committed to ensuring that no child is disadvantaged because of the cost of school uniform. Families experiencing financial hardship are encouraged to contact the school office in confidence to discuss available support.

The school maintains a stock of good-quality pre-loved uniform which is available free of charge. Donations of unwanted uniform are welcomed.

1. Legal framework

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

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021

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

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- LGBTQ+ Policy
- Tendering and Procurement Policy

2. Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The headteacher is responsible for:

- Monitoring the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is not following the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.

- Providing pupils with an exemption as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Supporting pupils to meet uniform expectations.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is named, clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

3. Cost principles

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will consider the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum where possible to ensure that pupils can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible and our pupils will be involved in the selection of the company and its sustainability ethos.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

4. Equality principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

5. Complaints and challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.

When a complaint is received, the school will work with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

6. School uniform supplier

Our current school uniform supplier is MAPAC ([Mapac - Schoolwear, Workwear, Sportswear, Promotional Products or Art Supplies. Quality, innovation and value since 1955](#)). However, we accept any generic uniform alternatives (e.g. Supermarket brand sweatshirts).

The school will ensure that a written contract is in place with the supplier for branded items.

The school will retender the uniform contract every five years. The Directors will be able to demonstrate how uniform is procured at the best value for money. The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples.

7. Uniform assistance

St Stephen's Community Academy is committed to ensuring that no child is disadvantaged because of the cost of school uniform. Families experiencing financial hardship are encouraged to contact the school office in confidence to discuss available support.

The school maintains a stock of good-quality pre-loved uniform which is available free of charge. Donations of unwanted uniform are welcomed.

8. Non-compliance

Staff members are permitted to remind pupils of the correct uniform if they attend in incorrect items, in accordance with the school's Behaviour Policy.

Pupils will be lent correct items such as school jumpers or PE kit as needed.

9. School uniform

School colours

Our school colours are as follows: Blue, grey or black and yellow.

Clothing

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Regular school uniform				
<u>Blue sweatshirt or cardigan</u>	<u>Required</u>	<u>School logo on right-hand side or plain.</u>	<u>Branded sweatshirt and cardigan available from school supplier and second hand from school office. Blue sweatshirt or cardigan can be bought from regular retailers.</u>	<u>From £9.65 (sweatshirt)</u> <u>From £10.90 (cardigan)</u>
<u>A yellow polo shirt. White polos can be worn if bought.</u>	<u>Required</u>	<u>School logo on right-hand side or plain.</u>	<u>Available from school supplier, second hand from school office and available from regular retailers.</u>	<u>From £6.50</u>
<u>Grey or black trousers, shorts, skirt or dress</u>	<u>Required</u>	<u>No branding</u>	<u>Available from school supplier, second hand from school office and available from regular retailers.</u>	<u>Various prices from different retailers</u>
<u>Blue and white gingham dress</u>	<u>Optional (Summer months)</u>	<u>No branding</u>	<u>Available from school supplier, second hand from school office and available from regular retailers.</u>	<u>From £20.55</u>
<u>Blue school fleece jacket</u>	<u>Optional (to go over jumper in colder months)</u>	<u>School logo on right-hand side</u>	<u>Available from school supplier.</u>	<u>From £15.30</u>
<u>White, black or grey socks or</u>	<u>Required</u>	<u>No branding</u>	<u>Available from school second hand from</u>	<u>N/A</u>

<u>black or grey tights</u>			<u>school office and available from regular retailers.</u>	
<u>Sensible, plain black shoes</u>	<u>Required</u>	<u>No branding</u>	<u>Available from regular retailers.</u>	<u>N/A</u>
PE kit				
<u>P.E. House colour T-shirt or white T-shirt</u>	<u>Required</u>	<u>School logo on right-hand side or plain.</u>	<u>Available from school supplier, second hand from school office and available from regular retailers.</u>	<u>£6.50</u>
<u>Plain black or grey shorts</u>	<u>Required</u>	<u>No branding</u>	<u>Available from school supplier, second hand from school office and available from regular retailers.</u>	<u>From £5.25</u>
<u>Plain black or grey jogging bottoms or leggings for cold weather</u>	<u>Optional</u>	<u>No branding</u>	<u>Available from school supplier, second hand from school office and available from regular retailers.</u>	<u>From £9.15</u>
<u>Blue hoodie for cold weather</u>	<u>Optional</u>	<u>No branding</u>	<u>Available from regular retailers</u>	<u>N/A</u>
<u>Flexible sole Trainers</u>	<u>Required</u>	<u>No branding</u>	<u>Available from regular retailers</u>	<u>N/A</u>
<u>White socks</u>	<u>Optional</u>	<u>No branding</u>	<u>Available from regular retailers</u>	<u>N/A</u>
Accessories				
<u>School book bag</u>	<u>Optional</u>	<u>School logo</u>	<u>Available from school supplier.</u>	<u>£8.22 (gifted to children prior to starting Reception)</u>
<u>Lunch bag/box (packed lunches)</u>	<u>Required for packed lunches</u>	<u>No branding</u>	<u>Available from regular retailers</u>	<u>N/A</u>
<u>Water bottle</u>	<u>Required</u>	<u>No branding</u>	<u>Available from regular retailers</u>	<u>N/A</u>

Parents are responsible for ensuring their child brings their PE kit to school when needed.

Jewellery

Permitted jewellery that may be worn is:

- One pair of stud earrings – no other piercings are permitted.
- A smart and 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, including PE lessons.

10. Labelling

All pupils' clothing and footwear is clearly labelled with their name.

Any lost clothing is stored in the classroom cloakrooms. All lost property is retained for one month and is then added to the pre-loved collection if it is not collected within this time.

11. Monitoring and review

This policy is reviewed annually by the chair of governors and the headteacher.

The scheduled review date for this policy is Sept 2027

