



King James's School Federation
POLICY STATEMENT
Uniform Policy

Policies last reviewed (date)	November 2024
Ratified by Governors (date)	November 2024
Next policy review due (date)	November 2026
Due for review by Governors (date)	November 2026
Staff Lead	

MISSION STATEMENT:

Significant revisions since the last review:

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Section 1: Statement of Intent

It is the policy of the school Governors that all students wear the King James's School uniform. We have recently reviewed our uniform (Sept 2022) to take into consideration.

- the importance of having a uniform policy that is as inclusive as possible, and,
- the recent DfE guidelines around the cost of school uniforms.

The KJS uniform is designed to be smart, professional, and appropriate for work and an education setting. The school's dress code is part of the ethos of values and expectations which contribute to an ordered and effective learning environment. Students are expected to demonstrate they are 'ready' by maintaining smart, conventional, and business-like standards in ALL aspects of their appearance - our school uniform means everyone is treated fairly as our expectations apply to all students, yet reasonable adjustments are made to accommodate individual needs as necessary.

The Governors expect that, in choosing King James's School, parents/carers will accept and support our dress code (as detailed below) for their children.

This policy aims to:

- Explain how we have an inclusive uniform policy that is in line with our legal duties under the Equality Act 2010.
- Set out our approach to offering a uniform that is of reasonable cost, and availability and is considerate to sustainability.
- Clarify our expectations for school uniforms.

Section 2: KJS Legal Duties Under the Equality Act 2012

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 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 their year team (tutor, pastoral officer, learning manager), who can answer questions about the policy and respond to any requests.

Section 3: Limiting the Cost of our School Uniform and its Impact on the Environment

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 the kilt and all items with the KJS logo) can only be bought from specific outlets in the area. However, we work very closely with the stockists of our specialist items (The School & Dance Shop, Knaresborough and Rawcliffes, Harrogate), to ensure that our uniform is available at a reasonable cost, is sustainable and provides the best value for money for parents/carers.

We have done this by:

- Carefully considering whether any items with distinctive characteristics are necessary and have kept the number of optional branded items to a minimum. This means that the school's uniform can act as a social leveller.
- Limiting any items with distinctive characteristics where possible. For example, the requirement is that all students wear a tartan item (either kilt/skirt or tie) and an item with the KJS logo (either jumper or blazer)
- Limiting items with distinctive characteristics to long-lasting items, such as ties, blazers, kilts which are all very durable and have a long-life expectancy.
- Avoiding different uniform requirements for different year/class/house groups – we currently only have different uniform requirements between the Key Stages
- Making sure that arrangements are in place for parents to acquire second-hand uniform items – we have a well-stocked, well organized pre-loved shop.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.
- Working with the retailers closely resulting in Year 7 new starters being offered discounts at all retailers in the summer and saving schemes are run throughout the year.
- All our garments are ethically sourced using companies that adopt the Ethical Trading Code (ETI)
- Certified B oversee the care for all the workers involved with the supply chain overseas.
- All companies we use are 'Planet Mark' certified which is the setting of credible net zero carbon targets.
- Our blazers and ties are made from re-cycled plastic bottles.
- Our kilts have a low carbon footprint as they are made in Scotland with the fabric woven locally in

Otley, North Yorkshire

- PE socks are also UK sourced
- The uniform is of a quality that means it is durable and does not require replacing frequently and remains of a standard so that it can be sold on or handed down to siblings
- There are a number of pieces – blouses, shirts, trousers - that can be bought from any low-priced retailer

Section 4: Our Expectations of Our School Uniform

Students are encouraged to wear different combinations of school uniform to ensure they are comfortable when attending school. There must be red or green tartan present in their uniform (depending on Key Stage) which can be worn through the kilt / skirt or ties

The Uniform

(These items are generic)

- Plain black trousers (black jeans are not acceptable, belts should be plain black, no combat pockets)
- White shirt (tucked in, with top button fastened)
- Plain white blouse with collar
- Plain dark socks
- Bottle green or black tights
- Plain black shoes*
- *Shoes must be plain black. We accept flat plain black 'leisure style' shoes, but trainer soles are not permitted. No boots, trainers, pumps. Any heels should be low (no more than 3cm high). We do not allow boots, stiletto or kitten heels, backless or open-toed shoes, pumps or any styles we deem unsafe or unsuitable.

(These items are branded and are available from our stockists and pre-loved shop)

- Royal Stewart or Hunting Stewart tartan kilt / skirt (this must not be modified in any way and should be at least mid-thigh in length)
- Bottle green blazer with school badge (not compulsory when summer uniform is permitted at the discretion of the Headteacher)
- Bottle green v-neck pullover with KJS logo (not compulsory when summer uniform is permitted at the discretion of the Headteacher)
- Royal Stewart or Hunting Stewart tie

Section 5: Jewellery, Make-Up and Hair

Guidance Outlines:

- Make up, if worn, should be discreet. Nails should be an appropriate length for safe working practices in school. No nail varnish, gel or acrylic nails.
- Parents should seek advice from school before allowing their children to embark on any form of piercing that is not a traditional ear piercing. No hooped earrings / nose rings.
- Students may wear jewellery but are advised not to bring anything valuable into school. It must be removed when asked within practical lessons.
- Students must take responsibility for the items they choose to wear to school.
- Extremes in hairstyle are to be avoided. Hair should not be dyed any non-natural colour, i.e. pink, blue, green etc. and students must not have patterns shaved into their hair. However, pupils may

style their hair in the way that is appropriate for school yet makes them feel most comfortable

- Headscarves and other religious or cultural symbols are permitted
- Natural eye lashes only. False, extended or extreme eyelashes are not permitted.

Section 6: Outdoor Clothing

Guidance Outlines:

- Students should wear outdoor clothing which is in keeping with the school uniform. Coats should be worn that protect against the variable British weather! All coats should be worn over the blazer, not under.
- Outerwear including coats and non-uniform hoodies must be removed on arrival to school and not be worn inside the building between 8.40am and 3.15pm.
- We discourage expensive fashion jackets that are not practical

Section 7: Stocklist

King James's School uniform can be purchased from:

The School and Dance Shop
3 Chapel Street
Knaresborough
01423 860447

Rawcliffes Ltd
Rawcliffes Corner
East Parade
Harrogate
01423 504130

All items can also be purchased from our pre-loved shop at the school with prior arrangements.

Section 8: Expectations of our School Community

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 Learning Manager if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Parents/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 their child's Learning Manager 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.

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 Year Teams if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Directors of Key Stages

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 parents and pupils
- 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.

Section 9: Links to Other Policies

Behaviour Policy