

St. Joseph's RC Primary School

School Uniform Policy

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you may have life,
and have it to
the full."

- John 10:10



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School Uniform Policy

St. Joseph's RC Primary School is fully inclusive and it is through our firmly rooted ethos and values that we endeavour to prepare pupils fully for the life ahead of them.

Our school uniform is important to us. We strive to reduce all barriers, and our uniform helps to create a strong cohesive school family, promoting harmony between all pupils.

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

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, we will:

- Make sure that our uniform costs the same for all pupils as they move through school
- 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
- 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 (although this must meet health and safety requirements)
- 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

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.

<https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms>

We understand that items with distinctive characteristics (such as branded items, or items that 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
- Limiting any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to long-lasting items, such as skirts/pinafores
- 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 extra-curricular activities
- Making sure school provides PE tops for signalling differences in schools for interschool competitions
- 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

Expectations for school uniform

Our school's uniform:

Children are expected to wear the full uniform each day except on their PE day; on this day they can come dressed in the PE kit described.

Winter: Tartan pinafore dress/skirt/grey trousers, white polo shirt red cardigan/jumper with/without logo. Grey/white/black socks or tights. Black shoes/**plain** black trainers - NOT boots, open toe sandals or high heels. Warm, waterproof coat

Summer: red/white check dress, tartan pinafore dress/skirt, long/short grey trousers. Red cardigan/jumper with/without logo. Grey/white/black socks. Black shoes/**plain** black trainers - NOT boots, open toe sandals or high heels Waterproof coat

P.E. Kit: Red polo t-shirt, non-branded black shorts/ joggers, red cardigan/jumper with/without logo.
Trainers

Please note that we do not consider jewellery to be suitable for children in school for safety reasons (religious items should not breach health and safety regulations).

Jewellery of any kind is not permitted

Make up of any sort is not allowed

Nail varnish is not allowed

All shoulder length hair should be tied back for PE.

Our school uniform is compulsory for all pupils attending our school.

Where to purchase uniform:

- Parents and carers can purchase jumpers/ cardigans with our school logo and tartan skirts pinafores from Mal's Schoolwear
- Grey trousers, polo tops, black shorts, plain red jumpers/cardigans can be bought from a number of retailers such as Asda, Sainsbury's, Tesco and Marks and Spencer

School will ensure that items of good condition, pre-worn uniform are made readily available for all parents to access at no cost

Expectations for 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)

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 the 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.

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.

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.

Links to other policies:

This policy is linked to our:

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