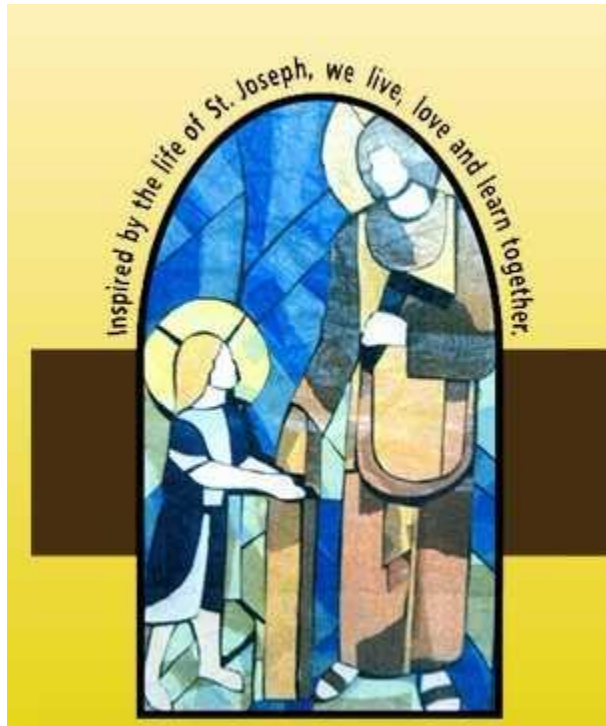




St Joseph's Catholic Primary

UNIFORM POLICY

Ratified by the Governing Body: September 2023

Review Date: *Annual review*

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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 our Pastoral Lead, Mrs Dixon, or the Headteacher Mrs Maguire, who can both 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
- Limiting any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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
- Consulting with parents 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

- Presently our uniform doesn't required any branded items- no one item has a logo
- We ask children in KS1 to carry a branded book bag to school every day, this is given to pupils upon starting school so parents are only required to purchase a replacement if required at a cost of £4
- We have a school tie which can be purchased from the school Office for £2.50
- We allow generic shirts, polo-shirts, brown jumpers and cardigans, and generic trousers, skirts, shorts and summer dresses
- For PE we ask pupils to have non-branded sportswear- a yellow t-shirt and black shorts, plimsols can be worn for inside PE if a pupil doesn't want to go bare-footed, trainers are required for outdoor PE, a dark coloured plain, non-branded tracksuit can be worn in colder weather. All pupils swim at St Joseph's- a one-piece swimming costume or non-baggy trunks are required, alongside a towel, kit bag, swimming hat and goggles.
- The only allowed jewellery items are: a plain watch; small stud earrings. Hair must we worn up and any hair accessories should be discreet and in school colours.
- Black school shoes are expected to be worn (not trainers)
- Shorts, polo shirts and/or summer dresses are worn as the summer uniform between May half term and October half term. During winter months from October half-term through to May half-term a shirt, tie, trousers/skirt/pinafore are worn. Jumpers and cardigans are woolen style and brown.

4.2 Where to purchase it

- All our uniform is widely available from a variety of ‘high-street’ retailers (Asda, Marks and Spencer, Next etc)
- School ties and book bags can be purchased from the school
- Regular second hand uniforms are organised by the Parent Teacher Association (PTA)

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 the 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 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.

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 the Headteacher.

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
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

Governors will also make sure that, if the school uses a uniform supplier in the future, 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 annually by the Headteacher. At every review, it will be approved by the Local Governing Body.

7. Links to other policies

This policy is linked to our:

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

