

School uniform policy

St Patrick's Catholic Voluntary Academy



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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:

- › 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 Mrs McKeown, Headteacher, 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 school 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: the only item we request has the school log on is the school book/homework bag which should last the child's lifetime in St Patrick's. Any parent struggling to pay for this item should speak to the office about funding for this.
- › 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 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/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

General School Uniform

Grey Skirt/pinafore

Grey Trousers

Knitted V neck Sweater (Bottle Green)

Knitted Cardigan (Bottle Green)

White short/long sleeve shirt

Tie (Bottle green/Gold stripe) – Elasticated/39' standard/ 14' clip on

Gingham Dress plain (Green)

Black shoes

Optional Scrunchie for hair (Green/gold)

PE White T-Shirt
 Green shorts
 Black plimsolls
 Black track/Jogging bottoms
 Black hooded sweatshirt/with ZIP
 Trainers

Pupils should wear a sturdy black shoe in school. Training boots should not be worn during the day.

Nursery White polo shirt
 Tracksuit bottom (Bottle green)
 Hoody (Bottle green)

We encourage all parents to purchase items with the school logo on. This is for health and safety should they be on educational trips, on their way home etc as the logo will identify them as children of St Patrick's and the school can be contacted. It does also encourage a sense of pride and identity. But this is optional, other than the book/uniform bag.

Jewelry

One stud earring may be worn in each ear as long as this can easily be removed by the child for PE but no other jewelry. Makeup, including nail varnish, may not be worn. Children may wear a watch for school if they wish. Children may not have lettering or other designs in their hair. We also ask that, for health and safety reasons, long hair is tied back.

4.2 Where to purchase it

Uniform with the logo on can be ordered from <https://logoleisurewear.com/product-category/schools/schools-st-patricks-primary/>

Uniform without logo on can be order from many retail stores and online.

Donated uniform free of charge are regularly displayed at Early Birds Club or at the end of the day for parents to take.

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 Mrs McKeown, 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 Mrs McKeown, 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/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 by

If a child is not wearing correct school/PE uniform, the school will take the following steps to resolve this:

1. Talk to the child to find out why they are not wearing it.
2. Teacher to talk to the parents to explore the issue (it could be related to financial or other difficulties at home).
3. Headteacher to talk to the parents to explore the issue (it could be related to financial or other difficulties at home).
4. Consider whether the family may need further support.
5. Send a formal warning letter to parents.
6. If all of the above attempts fail, the headteacher would have no choice but to exclude the child either from PE or from school until such time as they can attend school in correct uniform. It is hoped, however, that it is unlikely that this stage would ever be reached. Please see appendix A regarding DfE guidance.

Many parents have also said that they send their children in correct uniform, which is named and then the children do not bring this home. In school, we are reviewing the way we train children to look after their belongings so that they can be as independent as possible.

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/carers 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.

6. Monitoring arrangements

This policy will be reviewed every 3 years by the Headteacher.

7. Links to other policies

This policy is linked to our:

- › Parental Code of Conduct policy
- › Trauma Informed Relationship and Behaviour policy
- › Equality information and objectives statement
- › Anti-bullying policy
- › Complaints policy

Appendix A

GUIDANCE FROM DFE ON NON-COMPLIANCE WITH SCHOOL UNIFORM

A headteacher can discipline a pupil for breach of uniform/appearance policy. However, the Department does not consider exclusion to be an appropriate response to breaches of school uniform/appearance policy, except where they are persistent and defiant. Where a pupil repeatedly refuses to comply with school uniform policy even if they do not otherwise display poor behaviour, we believe that exclusion could be an appropriate response, depending on the circumstances of the case.

A headteacher or a person authorised by the headteacher may ask a parent to collect the pupil to go home briefly to remedy a breach of the school's rules on appearance or uniform. This should be for no longer than is necessary to remedy the breach. This is not an exclusion, but an authorised absence. However, if the pupil continues to breach uniform rules in such a way as to be sent home to avoid school, or takes longer than is strictly necessary to effect the change, the pupil's absence may be counted as unauthorised absence. A pupil must not be sent home indefinitely or for longer than is strictly necessary to remedy the breach as this could amount to an unofficial exclusion. In all such cases parents will be notified and the absence should be recorded. When making this decision, the child's age, vulnerability, how easily and quickly the breach can be remedied, and the availability of the parent, will need to be considered. If the pupil then repeatedly infringes the school's rules on uniform or appearance, this may constitute a disciplinary offence and may be grounds for exclusion.

Where a pupil is not adhering to school uniform policy, a school should be considerate and discreetly try to establish why not. There may be good reasons why a pupil is not attending school in the correct uniform. For example, their uniform may have been lost, stolen or damaged. Sending the pupil home or excluding them may not be appropriate in every case. If a pupil is not wearing the correct uniform because their parents are in financial difficulties, a school should be sensitive to the needs of the pupil. A school should give parents time to purchase the required items and/or consider whether a school or local authority clothing grant can be supplied. A pupil should not be made to feel uncomfortable, nor discriminated against, because their parents are unable to provide them with the required items of school uniform.

Note: simply sending a child in a different coloured uniform/PE kit or in a branded uniform/PE kit is not deemed as an acceptable reason as the expense would be no different had a parent bought the non-branded correct colour originally.