

## **Uniform and Standards Policy**

### **Equality Statement**

School uniform ensures equality of students as appropriate in a learning environment and therefore is not negotiable.

The Equality Act 2010 prohibits discrimination against an individual based on protected characteristics, which include sex, race, religion or belief, and gender reassignment.

### **Overview**

Uniform standards are high at Bishop Challoner Catholic College and our uniform code is inclusive and smart.

Parents/carers are expected to ensure that students arrive at school on time, wearing the correct uniform, and that on the rare occasion where for medical reasons uniform cannot be adhered to, then a medical note from a health care professional is provided which clearly explains any temporary change.

Parents/carers choose our school because of its high standards. so we make no excuses. We therefore make no exceptions in enforcing this code which uphold the values we share with our parents/carers and students at Bishop Challoner Catholic College.

We have a strict uniform policy for the simple reason that it enables every child to attend school in an equal and fair way. By maintaining this expectation, we ensure that appearance does not advantage or disadvantage any child based on fashion choice, socio-economic wealth or body shape size.

We strongly believe that this basic equality is a fundamental right of children in education and that this is vital to a caring and safe learning environment.

### **Value for Money**

The school believes that our uniform policy and suppliers should offer value for money and that the cost of uniform should never be a barrier to a child attending the school. Therefore, the school will ensure the following:

- We have more than one supplier to provide both competitive pricing and convenience.
- Uniform costs and durability are balanced to ensure good value for money.
- The school has a system for collecting and storing donated uniform that is previously worn but in good condition that can be accessed by families who need this.
- The basic school uniform only has very minimal branding and colour ranges to ensure that suitable alternatives can be found in high street stores whilst still meeting our codes.
- One uniform is suitable for the whole academic year.

### **This policy has been written in conjunction with the following-**

- Halo Code
- Equality and Human Rights Commission
- Public Sector Equality Duty under the Equality Act of 2010
- Human Rights Act 1988
- DfE Diversity Strategy 2018 -2025
- DfE The Equality Act of 2010 and Schools
- School Uniform Guidance 2023

## Uniform

<b>Suppliers</b>	Clive Mark will continue to supply all items of uniform, this can be purchased online or in store. School uniform is also available to purchase online at <a href="https://www.trutex.com/">https://www.trutex.com/</a>
<b>Compulsory branded/school specific items</b>	There are only 4 compulsory branded items that are required- Blazer, tie, PE polo shirt, PE shorts or leggings There will be the option to purchase plain black blazers and sew on badges if preferred. Badges are on sale from school at a cost of £2. Blazer to be always worn when in school, permission may be granted within classrooms to remove but students will be expected to place back on when leaving the classroom.
<b>Compulsory generic items</b>	The following items of school uniform can be purchased from a range of retailers (including from low-cost outlets), they do not have to be purchased from the school suppliers. Shirts, trousers, skirts (pleated only), socks, shoes, outdoor coats, school bags.
<b>Optional items</b>	Optional PE uniform items will be available from the school suppliers only. Branded ¾ zip midlayer and branded or unbranded jogging pants
<b>Summer uniform</b>	To further reduce expense, there is no requirement for students to wear a branded summer shirt. Summer uniform will be permitted after May half term. It will not be compulsory for students to wear a blazer, they will be able to wear just a shirt and tie with the shirt tucked in. If a second layer is required, it must be a blazer and not any other item such as a hoody or outdoor coat. Skin tone or black tights are allowed. All other uniform requirements will remain unchanged.
<b>Footwear</b>	Black leather (or leather look) school shoes of a sensible design that cover the whole foot. Boots and trainers are not allowed.
<b>Other items</b>	One pair of gold/silver stud earrings in the ear lobe and a wristwatch.
<b>Hair/Headwear</b>	At this school, we recognise and celebrate students' identities. We are a community built on an ethos of equality and respect. Our uniform requirements are complemented by a smart appearance and as such, hair styles that should not have a distinct contrast in length. Hair that is dyed must be of a natural hair colour and may not contain more than one colour. To avoid a health and safety risk, long hair must not impede vision or cover the face, except for a fringe which must not cover the eyes. Long hair must be tied up for practical lessons. Religious head coverings must be black and securely tied for practical lessons. Hair bands or accessories must be for functional use to secure the hair . Where hairbands are worn they must be black. Headwear that has religious or cultural purpose should be black. The final decision as to whether a particular haircut/style is appropriate is at the discretion of senior staff.

### Uniform- Strictly not Permitted

No trainers, boots, Crocs, sliders, high heeled shoes, wedges- this includes black trainers or any shoe the school judges to be a trainer (we withhold the right to make this judgment and advice/descriptions of appropriate school shoes from shoe retailers will not be accepted).

- No hoodies, sweatshirts or non-school jumpers are to be worn at any time.
- No knee length/ thigh length socks to be worn at any time.
- No straight, pencil, stretchy or lycra skirts.
- No leggings.
- No skinny Jeans, denim trousers, chinos or non- school trousers.
- No baseball caps/hats/non-religious head coverings.
- No rings/chains/bracelets/bangles.
- No piercings anywhere other than single stud in the ear lobe of both ears.
- No painted nails, false/acrylic nails.
- No false eyelashes.

**PE Kit- Strictly not permitted**

- No branded sportswear or clothing
- No Hoodies.
- No thin/ transparent or “shaped” leggings.
- No fashion styled trainers that are not appropriate for sports.
- Any jewellery or personal item that could be considered dangerous or could be used as a weapon are strictly prohibited and will be confiscated.

If there is a medical reason why school shoes cannot be worn then a doctor’s note must be brought to school by the student and the issue resolved as soon as possible. The school will consider support when the cost of shoes/uniform is prohibitive to students.

**If a student is wearing non-uniform items, the following will happen:**

- The student will be out of circulation during break and lunch until a parent can bring in correct uniform items or the issue is rectified.
- If we cannot contact parents or the school does not hold stock of the item of uniform for the student to borrow, they will continue to be out of circulation until the issue is resolved.
- We always try to work closely with parents to resolve issues in partnership. However, if a student is persistently non-compliant with uniform/standards then repeated issues can result in further sanctions, in line with the school behaviour policy, being imposed.
- We will not spend time discussing, negotiating, or arguing personal views on uniform with parents/carers.

## COMPULSORY BRANDED/SCHOOL SPECIFIC ITEMS

Blazer, tie, PE polo shirt, PE shorts or leggings



## COMPULSORY GENERIC ITEMS

Shirts, trousers, skirts, socks, PE socks, tights, shoes, PE trainers, outdoor coats, school bags.



## OPTIONAL ITEMS

Branded ¼ zip midlayer and branded or unbranded jogging pants



**ACCEPTABLE SHOES**



**UNACCEPTABLE SHOES**



Different colour sole

Patterns

Platform

Trainer style

Trainer style

Trainer style

Ankle high

Kickers High Tops

Heel

Trainer Style

Different colour sole

Kickers Boot

ACCEPTABLE TROUSERS



UNACCEPTABLE TROUSERS



Flared/Belt



Skinny leg



Skinny leg/Belt

**ACCEPTABLE SKIRTS**



**UNACCEPTABLE SKIRTS**



Straight skirts are not allowed



Too short



Too short/not straight



Stretchy material