



**Bishop
Hogarth**

Catholic Education Trust



OUR LADY & ST. BEDE

CATHOLIC ACADEMY

SCHOOL UNIFORM POLICY

Our Lady and St Bede Catholic Academy

Document Management:

Date Policy Approved: June 2022

Date Amended

Next Review Date: June 2025

Version: 1

Contents:

Statement of intent

1. Legal framework
2. Roles and responsibilities
3. Cost principles
4. Equality principles
5. Complaints and challenges
6. School uniform supplier
7. Uniform assistance
8. Non-compliance
9. School uniform
10. Adverse weather
11. Labelling
12. Monitoring and review

Statement of intent

Our Lady and Saint Bede Catholic Academy believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

1. Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy

2. Roles and responsibilities

The Local Governing Committee is responsible for:

- Establishing, in consultation with the headteacher and school community a school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.

The headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean and presentable.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless an exemption has been granted.

3. Cost principles

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum where possible to ensure that pupils can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible, e.g. by offering sew- or iron-on logo badges for jumpers that can be bought at retailers instead of requiring special branded jumpers.

The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does not enter into exclusive single supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

4. Equality principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully seriously, and aims to ensure that the uniform policy is as inclusive as possible.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupil group, whilst still allowing choice.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and maybe permitted where possible.

5. Complaints and challenges

The school endeavours to resolve all uniform complaints informally, in accordance with the Trust's Complaints Policy.

6. School uniform supplier

Our current school uniform suppliers are:

Elizabeth's Embroidery
12 Wellington Street
Stockton on Tees
TS18 1NA
Tel: 01642 674973
businesshub@elizabethsembroidery.com

Rawcliffes Stockton
36 Prince Regent Street
Stockton on Tees
TS18 1DF
01642 636650
sales@rawcliffes-stockton.co.uk

The Local Governing Committee will ensure that a written contract is in place with the supplier for branded items.

The school will retender the uniform contract every three years, whether changes to the uniform are made or not, in line with the Trust's Finance Policy. The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples.

7. Uniform assistance

The school supports vulnerable families in meeting the costs of uniforms. Families who are struggling to purchase the uniform, contact can be made with the school office for support.

The school holds second-hand school uniforms for parents to access. Parents are invited to donate their child's uniform when they no longer need it.

8. Non-compliance

Staff members are permitted to discipline pupils for breaching this policy, in accordance with the school's Behaviour Policy.

For minor breaches of school uniform policy, teaching and support staff may use some or all of the following sanctions:

- A pupil may be required to remove excess items of jewellery or clothing if this can be done safely and decently.
- A pupil may be given a replacement item of school uniform to wear on a temporary basis (e.g. school shoes to replace trainers).
- The pupil may be warned that their current dress is inappropriate and given a time limit to correct this (e.g. you must come in correct uniform tomorrow)
- The pupil may be isolated from mainstream classes, including break and lunchtimes, until they agree to comply with the uniform rules.
- The pupil may be sent home to change into correct uniform or dress properly. This can only be done in consultation with the Deputy Head for Pastoral Care. If this does occur, it should be made absolutely clear that this is not a suspension and the pupil is welcome back in school properly dressed in accordance with this policy.

Where there are severe breaches of school uniform policy, the pupil may be sent home by the DHT as soon as is practical. Pupils must not be sent home unless contact can be established with the parent/carer and either the parent/carer collects the pupil or agrees that the pupil should make their own way home. If this is not possible, then the pupil may be held in isolation until the end of the school day. Again, it is emphasised that sending a pupil home is not a suspension.

Pupils are required to comply with the current school uniform rule. In the event that a parent/carer disagrees with school Uniform Policy, it should be pointed out that: Parents/carers agreed to send their child to school knowing that this was the school uniform rule agreed by Governors, and if they wish to make changes to the school uniform rules, they should make representations to the Governing Body.

9. School uniform

The school uniform is as follows:

Uniform Option 1

- A navy fitted blazer with the school badge
- A knee length navy and green tartan kilt
- Revere blouse, long or short sleeve
- Navy trousers – these must match the colour of the blazer. Skinny and/or fashion trousers are not permitted.
- There is an optional choice of wearing a navy cardigan or jumper with the school badge
- Plain black tights. Knee high socks are not permitted
- Plain black shoes – no boots, shoe-style boots or trainers

Uniform Option 2

- A navy contemporary school blazer with the school badge
- Plain white shirt with collar
- Navy trousers – these must match the colour of the blazer. Skinny and/or fashion trousers are not permitted
- There is an optional choice of wearing a plain navy V-neck jumper with the school badge
- School Tie
- Plain dark socks – black/dark blue/grey
- Plain black lace up or slip on shoes – no boots, shoe-style boots or trainers

Trainers are not considered suitable footwear. High heels are not permitted.

Skirts must be knee-length. Black jeans are not permitted.

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Regular School Uniform				
Our Lady & St Bede Blazer	Required	School Logo	School Supplier High Street (unbranded)	Rawcliffes: £27.00 Elizabeth's Embroidery: £27.50
Our Lady & St Bede Pullover w/Logo	Optional	School logo on right-hand side	School Supplier	Rawcliffes: £15.50 Elizabeth's Embroidery: £15.50
White Trutex Long / Short Sleeve Shirt (Boys)	Required		School Supplier High street	Rawcliffes: £12.50 Elizabeth's Embroidery: 13:50
Our Lady & St. Bede White Girls Revere Collar Long Sleeve Blouse (Girls)	Required	School logo on right-hand side	School Supplier	Rawcliffes: £14:50 Elizabeth's Embroidery: £15:50
Navy Contemporary Trousers	Required		School Supplier High Street (colour to match blazer)	Rawcliffes: £15.50 Elizabeth's Embroidery: £17.95
Our Lady & St. Bede's Tartan Kilt	Required	No Branding	School Supplier	Rawcliffes: £25.99 Elizabeth's Embroidery: £27.50
Our Lady & St. Bede's Clip-On Tie	Required for Boys	School colours	School Supplier	Rawcliffes: £5.50 Elizabeth's Embroidery: £6.00
Sensible, plain black shoes	Required	No branding	High Street.	N/A
PE Kit				
Our Lady & St. Bede's Navy Sports Polo	Required	School logo	Available from school supplier and second hand from school office.	Rawcliffes: £14.95 Elizabeth's Embroidery: £14.95

Additional PE items are available from both uniform suppliers and are optional

Parents who do not wish to buy the optional branded PE kit must acquire a PE kit meeting the following criteria:

- Plain navy shorts or leggings with no branding or logos from professional sports teams
- Navy sport socks
- Suitable trainers/football boots and shin pads

Parents are responsible for ensuring their child brings their PE kit to school when needed.

Jewellery

Permitted jewellery that may be worn is:

- One small, plain stud in each ear lobe – no other piercings are permitted.
- A smart and sensible wrist watch.

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. If, however, jewellery needs to be confiscated, it will be labelled and stored in the main office for collection at the end of the day. All jewellery must be removed during practical lessons, including PE lessons and science experiments. The timings of piercings should be carefully considered to allow all jewellery to be removed during school.

Tattoos

Parents/carers should also be aware that tattoos are not permitted.

School bag

Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It should hold A4-sized work books comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases are not permitted.

The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

Hairstyles

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics.

Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles are not considered appropriate for school:

- Brightly-coloured, dyed hair.
- Hair must be no shorter than a number 2 blade and there should be no patterns, lines or symbols shaved into the hair.
- Headwear with bold patterns or colours.
- Excessive hair accessories.

Make-up/Nails/eyelashes

The following make up is **not** permitted:

- Fake tan
- Coloured lips and eye make-up
- False eyelashes and extensions
- Fals nails (gel, acrylic, coloured tips etc)
- Nail Varnish
- Temporary tattoos

Natural coverage of blemishes is permitted. Pupils wearing excessive makeup are required to remove it or, if appropriate, will be sent home to remove it.

10. Adverse weather

A common-sense approach is adopted. There will be adjustments to the uniform in light of adverse weather conditions. Boots will be permitted when we have snow and should we have excessive heat, pupils will be allowed to remove their blazer.

11. Labelling

All pupils' clothing and footwear is clearly labelled with their name and form group.

Any lost clothing is be taken to the lost property box in the school office and is disposed of if it is not collected in a timely manner. Regular reminders will be provided to pupils to claim any lost items.

12. Monitoring and review

This policy is reviewed every three years by the Local Governing Committee.