

***“Guided by Jesus Christ, our teacher, we journey together, learning to dream, believe and achieve"***

**St Clare’s**

**School Uniform Policy**

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| **Approved by:** | Curriculum Committee | **Date:** October 2024 |
| **Last reviewed on:** |  | |
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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](https://www.legislation.gov.uk/ukpga/2010/15/contents) 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 Howe the 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](https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms) 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 for example, only having the school jumper which displays our school logo.
* Limiting items with distinctive characteristics to low-cost and/or long-lasting items.
* Considering cheaper alternatives to school-branded items.
* 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 different year/class/house groups
* Avoiding different uniform requirements for extra-curricular activities
* Considering alternative methods for signalling 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**

Our school uniform consists of:

* Black or charcoal grey trousers or shorts
* Black or charcoal grey skirt or pinafore
* Light blue polo shirt
* Blue school cardigan or jumper with the school logo
* Blue checked summer dress for the warmer months
* Pupils are not permitted to wear hoodies or different coloured jumpers, cardigans, trousers, skirts or pinafores.

School footwear:

* All footwear must be plain black with no coloured or contrasting trim, logos, flashing or visible branding.
* Plain black trainers or pumps will be allowed for PE / sporting events. Again there should be no contrasting trims, logos, flashing or banding.
* All footwear must be below the ankle – boots are not allowed.
* Footwear must be flat – no platforms or heels.

PE kit:

* Children come into school wearing their PE kit on their PE days.
* For indoor PE, pupils wear a plain, round neck, white tee-shirt with black shorts and black pumps.
* For outdoor PE, pupils may wear black pumps or trainers, black or grey leggings or black or grey track suit bottoms and a plain white top. Children may also wear a plain grey or black sweatshirt or jumper. Logos are not permitted on any part of the kit.
* Football tops / kits are not allowed to be worn as PE kit.
* If children are not wearing the correct uniform, they will be told to change into PE clothing kept in school.

**ALL ITEMS OF CLOTHING MUST BE LABELLED WITH YOUR CHILD’S NAME.**

Swimming kit:

* Swimming costume or trunks (not shorts).
* Swimming cap for girls and boys with long hair.
* Goggles are not permitted unless for medical reasons.
* A towel

General appearance:

* Parents are asked to send their children into school clean and tidy and dressed appropriately for the weather conditions of the day.
* Pupils are not permitted to wear jewellery in school. This includes ear-rings.
* Pupils are not allowed to wear false nails or nail varnish.
* Pupils are not permitted to wear make up or stick on tattoos.
* Hair styles must be sensible with no extreme styling.
* If pupils are wearing hair extensions as part of their culture, they must be of a neutral colour e.g brown or black.

**4.2 Where to purchase it**

Most of our school uniform can be purchased from any shop or supermarket. The only exception is the blue school cardigan or jumper which may be purchased in school or from Ziggy’s in Harpurhey shopping precinct.

The parish keep a selection of good quality second hand uniform should families need it.

If parents are experiencing difficulty purchasing the school uniform, they should contact the headteacher.

# 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 Howe, 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/carers are also expected to contact Mrs Howe 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/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 the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the senior leadership team if the situation doesn’t improve. Pupils will be asked to change into school uniform supplied by school if the non-compliance continues.

Ongoing breaches of our uniform policy will be dealt with inline with our behaviour policy.

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 two years by the school leadership team. At every review, it will be approved by the curriculum committee.

**7. Links to other policies**

This policy is linked to our:

* Behaviour policy
* Equality information and objectives statement
* Anti-bullying policy
* Complaints policy