



Uniform & Appearance Policy

Created: March 2017

Reviewed: September 2022

Review by: Summer 2024



Statement of Intent

St Mary's Catholic High School is committed to promoting equality and value for money, and to ensuring that no pupil is discriminated against due to their religion or belief, economic circumstances or social and cultural background – this policy contains provisions to meet these objectives.

This policy has been created with health and safety, value for money and practicality at its heart. It has been designed to ensure pupils wear clothing conducive to a successful learning environment.

It is important that our pupils feel a sense of belonging and community through a smart and practical uniform. We believe a uniform allows all pupils, regardless of background, to feel equal to their peers and confident in their appearance. We also believe it is important for activities to be facilitated by specialised and appropriate clothing such as sports-specific attire.

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
- **[New]** Education (Guidance about Costs of School Uniforms) Act 2021

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
- LGBTQ+ Policy
- Tendering and Procurement Policy

2. Roles and Responsibilities

The governing body is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart 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.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- 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.

- Processing and approving all eligible School Uniform Assistance Application Forms.

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 body.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

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, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

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. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and PLAC.

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 is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current

and prospective pupils, and that the best value for money is secured through reputable suppliers.

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

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- Are transgender, including non-binary pupils.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

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. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

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 and governing body, and always in accordance with the school's Complaints Procedures Policy.

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 permitted wherever possible.

5. Complaints and Challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

6. School Uniform Supplier

Impressions School Wear
Leyland Lane
Leyland
Tel: 01772 431431

Website: <https://impressionsuniform.co.uk>

Our school uniform supplier accepts school uniform assistance vouchers.

The governing body will ensure that a written contract is in place with the supplier for branded items.

The school will retender the uniform contract every five years, whether changes to the uniform are made or not, in line with the Tendering and Procurement Policy. The governing body will be able to demonstrate how uniform is procured at the best value for money. 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.

The school will order new uniform each September.

7. Uniform Assistance

The school supports vulnerable families in meeting the costs of uniforms where possible. School uniform assistance is provided via a voucher worth £30 that can be spent on school clothing.

To claim school uniform assistance, parents should be eligible for FSM.

Families who meet the criteria should complete the [School Uniform Assistance Application Form](#) at the end of this policy and return it to the school office.

The budget for the school uniform assistance scheme comes from pupil premium funds. Eligibility is determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil.

The school holds second-hand school uniforms in the pastoral office for parents to access; access to these uniforms is available upon request made to the headteacher. Parents are invited to donate their child's uniform when they no longer need it.

8. Non-Compliance

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

The headteacher, or a person authorised by the headteacher, is permitted to ask a pupil to briefly go home to remedy breaches to the school's uniform.

When deciding whether to allow a pupil to return home, the school considers the pupil's age and vulnerability, the length of time it will take, and the availability of the pupil's parents.

Where a pupil has been sent home to rectify uniform breaches, the absence is recorded as 'authorised'.

If a pupil repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence is counted as 'unauthorised'.

Parents will be notified in all cases.

9. School Colours

Our school colours are as follows:

- Royal Blue
- Black
- Gold

10. Day Wear Uniform

The school endeavours to ensure that our uniform is as gender neutral as possible.

Pupils who identify as the opposite sex to their birth sex are permitted to wear the uniform of their preferred gender.

Uniform is as follows:

- Black Blazer with school logo
- Black Jumper with school logo (October half term to Easter)
- White Shirt
- Black trousers
- Tartan Skirt
- School colours tie
- Black socks/tights
- Black shoes



Trainers are not considered suitable day footwear.

- High heels are not permitted; however, block heels of no more than 3cm can be worn.

- Sensible plain black shoes must be worn by all.
- Skirts must be on the knee-length.
- Black jeans are not permitted.

Not suitable footwear:-

Toe Capped Boot



Sling back



Converse



Skater



Trainer



11. Extras

Every child needs to have a full stocked pencil case which includes

- Black or blue biro
- Red biro
- Green biro
- Ruler
- Pencil
- Pencil sharpener
- Eraser
- Protractor
- Scientific Calculator

For Health & Safety reasons, every child needs a navy blue apron to wear during practical lessons.

12. P.E. Kit

- Plain blue shorts/blue and white 'skort' (skirt with shorts attached).
- Short sleeved blue & white polo shirt

- Long sleeved blue & white polo shirt
- Blue socks/white ankle socks or trainer liners
- Football/rugby boots/trainers appropriate for use on the 3G, netball courts in the sports hall and on the field
- Trainers (Appropriate for use on the 3G, Netball Courts, in the Sports Hall and on the field)
- Shin pads

Optional

- School branded slim-line tracksuit bottoms
- School branded sports leggings
- Blue & white hoodie
- Mouth guard

Please note:

- We strongly advise the wearing of mouth guards (gum shields) for high impact sports lessons for both boys and girls, in particular in rugby and hockey lessons. It is compulsory to wear shin pads in rugby, hockey and football lessons.
- If your child is studying a KS4 PE options course, either GCSE PE or Sports Studies and has chosen to purchase the KS4 option tracksuit, the only compulsory items they require are:
 - White socks and short sleeved white & blue polo shirt
 - Blue socks, shorts & short sleeved white & blue polo shirt
 - All other PE clothing becomes optional

Examples of unsuitable PE footwear



Converse



Vans



Pumps



Metal Blades



13. Jewellery

The only permitted jewellery that may be worn is:

- An inexpensive sensible wrist watch.

No smart watches at all should be worn in school by pupils.

14. 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.

15. 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. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

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/unnatural dyed hair
- Extreme hairstyles, such as mohawks, patterned or brightly coloured hair of non-natural colours are unacceptable.

- Short hairstyles of below a No 1 are unacceptable.
- Shaved hairstyles are not permitted.
- Pupils with what could be deemed extreme hairstyles may be exempt from the rule above on racial or religious grounds, taking into consideration each individual pupil's scenario.
- 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.
- Headwear with bold patterns or colours
- Excessive hair accessories; however, plain hair clips or bands are acceptable.
- Hair extensions are not permitted.
- Pupils are expected to be clean shaven at all times.

16. Make-Up

- False nails and nail extensions are not permitted.
- No pupil is allowed to wear make-up.
- Pupils wearing make-up are required to remove it immediately.

There may be exceptions to the above in extreme circumstances, at the headteacher's discretion, e.g. a pupil may be permitted to cover heavy scarring/skin damage.

17. Adverse Weather

All pupils are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

For hot temperatures, this includes wearing:

- Loose-fitting and lightweight shirts with collars or covered necklines.
- Over the knee skirts or trousers.
- Sunglasses with UV protection when outside, where possible.

Pupils are advised not to wear any jumpers or blazers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside.
- Trousers, or thick tights with skirts.

18. Labelling

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

Any lost clothing is to be taken to the lost property box in the Chapel Corridor.

All lost property is retained for 30 days and is then disposed of, if not collected within this time.

19. Failure to conform

Any pupil who does not adhere to this policy and fails to wear their uniform with pride will receive further behaviour sanctions according to each individual's scenario.



School Uniform Assistance Application Form

This scheme is open to children in Years 7-11, who are on the Pupil Premium Register. The allowance is for buying suitable school wear and is paid once a year.

Part 1: Details of parent

Your full name:	
Title:	
Gender:	
Date of birth:	
National insurance number:	
Address:	
Postcode:	
Mobile no.:	
Landline no.:	
Email address:	

By supplying us with a phone number or email, you agree to being contacted to let you know if you are eligible.

Part 2: Details of each dependent child you are applying for

Surname	Other names	Date of birth

Please read this declaration before you sign it

This is my claim for school uniform assistance.

1. I declare I am the parent/carer of the child/children that I am applying for.
I declare that all the information I have given is correct and complete to the best of my knowledge.

I have enclosed original documentation to prove that I am in receipt of one of the benefits listed at the top of this form.

2. I am aware that I have a duty to notify the school in writing immediately of any changes in my circumstances which might affect my entitlement to school clothing assistance.
3. I understand that information taken from this form will be stored electronically on the school's computers. The school is permitted to do this under the GDPR and Data Protection Act 2018. A copy of the school's registration is held for inspection.

Please return this completed for to the school office.

Your signature: _____ Date: _____

This form should be returned to the School Business Manager at bursar@lsmchs.com

What happens next?

- If you apply for school uniform assistance and qualify, a letter will be sent to you for each of your children.
- If you do not qualify for the payment, we will let you know by letter or phone and explain why.