



**Bishop
Hogarth**

Catholic Education Trust

SCHOOL UNIFORM POLICY

THE ENGLISH MARTYRS CATHOLIC SCHOOL AND SIXTH FORM COLLEGE

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Statement of intent

The English Martyrs Catholic School and Sixth Form College 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.

The school works with suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible. 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 pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles detailed in **Section 3**.

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 supplier is:

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 annually, 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. School uniform assistance is provided via a voucher for up to £40 per eligible child. Eligible families should contact Sarah Tait (Stait@ems.bhcet.bhcet.org.uk) for uniform support and complete of the School Uniform Assistance Application Form (Appendix 1)

The budget for the school uniform assistance scheme comes from [pupil premium funds](#).

To claim school uniform assistance, parents should be eligible for [FSM](#). Families who meet the criteria should complete the **at School Uniform Assistance Application Form at Appendix 1.**

The school holds second-hand school uniform for parents to access. Parents are invited to donate their child's uniform when they no longer need it. Donations of unwanted uniform can be made to the school office at any time throughout the school year.

Trutex's Re:Form donation scheme offers discounts on new purchases are available when old uniform is donated. Donations to RE:FORM can be made at any time to the School Office

See Appendix 2

8. Non-compliance

Staff members 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 uniform

School colours

Our school colours are as follows:

- Red and Black

Clothing

The school uniform is as follows: (More information and pricing can be found on our website <https://ems.bhcet.org.uk/parents/uniform>)

Skirts should be black (Flared or pleated of knee length) to be worn with plain black opaque tights

Trainers are not considered suitable footwear. **Formal plain black shoes are required. They should not have logos on or look like trainers.**

High heels are not permitted; however, block heels of no more than **2cm** can be worn.

Black jeans or leggings are not permitted.

Hoodies, denim jackets and tracksuit tops are not permitted.

Optional PE kit must meet the following criteria:

- Plain shorts or tracksuit bottoms with no branding or logos from professional sports teams
- Suitable trainers
- Suitable sports footwear, e.g. football boots

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

Jewellery

Permitted jewellery that may be worn is:

- One pair of stud earrings – 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. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

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 not to bring expensive bags into 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.
- Headwear with bold patterns or colours.
- Excessive hair accessories.
- Obvious shaved patterns/shapes

Makeup

The school rules on makeup are as follows:

- Only light, natural-looking makeup is permitted.
- False nails and nail extensions are not permitted.
- Only clear nail varnish may be worn.
- Temporary tattoos are not permitted.

Pupils wearing excessive makeup are required to remove it or, if appropriate, will be sent home to remove it.

10. Adverse weather

We encourage students to travel to school in an outdoor coat especially in the winter when it is wet and cold. Outdoor coats are to be removed inside the school building. During hot weather students can remove blazers when permission is given.

11. Labelling

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

Any lost clothing is to be taken to the lost property box in **Student services**. All lost property is retained for one week and is disposed of if it is not collected within this time.

12. Monitoring and review

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

School Uniform Assistance Application Form

Children are eligible for school uniform assistance if they receive **FSM**.

This scheme is open to students in Year 7-11. The allowance is for buying suitable school wear and is paid once a year. Voucher of up to £40 per eligible child.

Part 1: Details of parent

Your full name:	
Title:	
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

- I declare I am the parent of the child(ren) 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.
- 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.

- 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 UK GDPR and Data Protection Act 2018. A copy of the school's registration is held for inspection.

Please return this completed for to Sarah Tait (stait@ems.bhcet.org.uk).

Your signature: _____ Date: _____

What happens next?

If you apply for school uniform assistance and qualify, a voucher will be sent to you for each of your children within 2 weeks of applying. If you do not qualify for the payment, we will let you know by letter and phone and explain why.

RE:FORM

TRUTEX
MADE TO LAST SCHOOLWEAR

What is Re:Form:

Schoolwear that doesn't hurt the planet or your pocket.
Re:Form is a brand new way to buy your uniform, cost effectively whilst also helping the environment.

Step 1

Tell us what you are donating using this form:
<https://www.trutex.com/reform-returns>



Step 2

Write your postcode and house number on the outside of the provided paper bags. Paper bags located by the collection point in your school.

Step 3

Drop your donated items in the bag and into the collection box. We will contact you with your discount code within a few days.

Thanks for recycling your uniform and helping to protect the environment!



YOU MUST complete the online form and write your postcode and house number on the paper bags with your donations, for us to provide you with your 10% discount off future.



RE:FORM

Why Re:Form?

- + Flexible payment options – you can spread the cost of your new uniform purchases over up to 10 monthly payments completely free. Simply use "Split-it" in the checkout as your payment option
- + Return your pre-loved uniform when out-grown, so it can be offered to others, once we've refurbished and approved it for resale
- + Purchase pre-owned uniform at reduced prices (from Spring 2022)
- + Get 10% off your next purchase of new Trutex products



Why donate your used or out grown uniform?

RE-USE Extending the life of clothing by 9 months reduces carbon and water usage by 5-10%

RE-CYCLE Reduces clothing in landfill. Did you know over 350,000 tones of clothing are sent to landfill every year in the UK?

RE-NEW Provides cost effective uniform for parents

Learn more at trutex.com/re-form

Please note, any uniform can be returned for recycling, however we can only offer a 10% discount when Trutex uniforms are returned and only Trutex items will be re-sold.

