



Uniform Policy



Our Lady's Catholic Primary School

COMMITTEE: Local Academy Committee

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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](#) 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 to get in touch with your child's class teacher, 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](#) from the Department for Education on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have 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' 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
- › Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- › 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 leveler
- › Avoiding different uniform requirements for different year/class/house groups
- › Avoiding different uniform requirements for extra-curricular activities
- › Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters, labels or providing sports bibs
- › Making sure that arrangements are in place for parents to acquire second-hand uniform items
- › Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- › Consulting with parents 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

There are no required branded items as we understand the financial constraints that our families are facing. We just respectfully request that the items you buy are in line with school colours and expectations (as described below). We also require items to be named as we know that the loss of these expensive items can result in further financial hardship.

› EYFS and Key Stage 1

- › *White Polo Shirt – we do have school branded versions available from The Uniform Shop
- › *Grey Pullover/Cardigan – we do have school branded versions available from The Uniform Shop
- › Grey shorts/trousers or skirts
- › White or Grey Socks
- › Black Shoes

PE Kit

- › *White P.E. T-shirt – we do have school branded versions available from The Uniform Shop
- › Navy Blue Shorts
- › *A Navy Tracksuit – we do have school branded versions available from The Uniform Shop
- › Navy Blue Leggings

**Branded versions of these items will only be available from our supplier*

Children will also need their own P.E. bag and plimsolls.

Children can still wear the light blue gingham summer dresses during the Summer Term.

➤ **Key Stage 2 (Juniors)**

- White Shirt/Blouse
- *Grey Pullover/Cardigan – we do have school branded versions available from The Uniform Shop
- Grey shorts/trousers or skirts
- *Blue Tie with double blue stripe
- White or Grey Socks
- Black Shoes

PE Kit

- *White P.E. T-shirt – we do have school branded versions available from The Uniform Shop
- Navy Blue Shorts
- *A Navy Tracksuit – we do have school branded versions available from The Uniform Shop
- Navy Blue Leggings

**Branded versions of these items will only be available from our supplier*

- Children will also need their own P.E. bag and plimsolls.
- Children can still wear the light blue gingham summer dresses during the Summer Term.

Jewellery

The Department for Education (DfE) states that schools can insist that children remove items of jewellery for physical education (PE) lessons. All jewellery is to be removed during PE, with the exception of bracelets worn for religious reasons that cannot be removed.

We appreciate that some jewellery is worn by children for religious or sentimental reasons. Where this is the case parents need to inform school by letter otherwise jewellery is not to be worn to school, again for health and safety reasons, except for earring studs

Staff must not remove or replace earrings. They cannot be responsible for the consequences of removing or replacing earrings.

4.2 Where to purchase it

All of our uniform with the school logo on and our ties can be purchased from The Uniform Shop:

Uniform Shop Wellingborough

8 Olympic Way,

Wellingborough,

NN8 3QE

Email: info@uniformshopwellingborough.co.uk

Telephone: 01933 426433

Opening times:

Tuesday, Wednesday and Friday: 9:00am – 5:00pm

Thursday: 10:00am – 7:00pm

Saturday: 11am – 2:00pm

Please allow up to 21 working days for orders during the months of July, August and September

We are happy for all of the items to be purchased from cheaper high street shops or online stores.

If you are struggling to purchase our uniform, please contact the school office for support.

We do have second hand uniform sales throughout the year, so please look out for updates.

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

Parents and Carers are expected to contact their child's class teacher 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 are also expected to contact their child's class teacher or Miss Bedford (Family Support) 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 and 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 to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with the 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 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 annually by the Headteacher. At every review, it will be approved by Local Academy Committee.

7. Links to other policies

This policy is linked to our:

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