



School Uniform Policy

MISSION STATEMENT

This is our school St Werburgh's and St Columba's
A place to be inspired, be accepted, be yourself and be unique.
Be able to grow spiritually, academically and morally.
Be able to contribute to the community and be a responsible global citizen.
Be able to reach for the stars and fulfil your potential.
A place, providing an excellent Catholic education for everyone.
Where we belong, where everyone belongs

Approved by:	Full Governing Body	Date: July 2022
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Next review due by:	September 2025
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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 sex, race, religion or belief, 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the SENCO or Pastoral Lead who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

We will always ensure best value for money and quality when procuring school uniform. Views of parents/ carers will be gathered prior to any changes. At least three uniform suppliers will be asked to put together a quote as part of the procurement exercise. The quality and price of items will be examined.

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. This is limited to the school jumpers/ cardigans and PE tops.
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- 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 or labels
- 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
- Allowing pupils to wear their PE kit on school trips and days when they have PE, swimming or on a school trip. This will lessen the number of other items of uniform needing to be purchased.

4. Expectations for school uniform

4.1 Our school's uniform

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- Which branded items are required?
- School jumper, cardigan, school tie, navy PE t shirts which all have the school badge embroidered on them. Navy t-shirts are being phased in as children need new uniform.

Branded items which are optional are book bags, school coats, long sleeve fleece or sports top, white polo shirt with logo for summer uniform and caps.

- Expectations for PE and swimming kit. Children need to wear a swimming costume not bikini and swimming trunks not Bermuda short style swimwear due to health and safety requirement. Children also need to have a swimming hat. For PE lessons children should have trainers, pumps, navy track suit bottoms, navy shorts and navy t-shirt with school badge. Long sleeved fleeces and PE tops in navy with the school badge are optional.

- Expectations for jewellery and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010) We ask that pupils with long hair tie it back. Extreme hair colours are not allowed.
- Expectations for shoes, bags and coats. We ask that children wear black/ navy shoes which are flat and suitable for school. We ask that children wear a navy, black or dark coat if possible but this is optional.
- Generic items include white shirts, navy skirts, navy pinafores, summer dresses and grey shorts and trousers which can be purchased from high street stores and supermarkets.

Winter Uniform

- Navy jumper with embroidered badge
- Grey trousers or navy skirt or pinafore
- White shirt
- Dark blue and gold striped tie
- White/ grey/ navy socks or navy tights
- Black shoes

Summer Uniform

- Navy jumper with embroidered badge
- White polo-shirt (plain or with embroidered badge)
- Grey shorts or trousers
- No tie required
- Grey socks
- Black shoes

- Blue and white check dress
- Navy cardigans with embroidered badge
- White or navy socks
- Navy or black shoes
- Year 6 girls may wear plain/embroidered white polo shirt with navy skirt or trousers as an alternative to the dress

PE Kit

- Tracksuit bottoms in navy
- Navy polo shirt with embroidered badge
- Optional fleece or long sleeved sports top with embroidered badge.
- Navy blue shorts
- Trainers
- Indoor black pumps

4.2 Where to purchase it

Branded uniform can be purchased from Uniformity online. Shirts, trousers, dresses and skirts/ pinafores can be purchased from a range of supermarkets and high street stores.

- Information about second-hand uniform,:
 - The Parent Teacher Association (PTA) arrange second-hand uniform sales in school.
 - If parents are needing support with uniform we ask that they contact school.

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 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 are also expected to contact 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 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 by the Pastoral Lead.

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 every three years by the headteacher. At every review, it will be approved by the full governing body.

7. Links to other policies

This policy is linked to our:

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