



# ST ETHELBERT'S CATHOLIC PRIMARY SCHOOL AND NURSERY

## Uniform Policy

Date of Review: September 2022

Date of Next Review: July 2024

## 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:

- Make sure that our uniform costs the same for all pupils
- 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 Maggie Brennan, our Welfare Officer, who can answer questions about the policy and, with the advice of SLT, respond to any requests

## 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 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
- Avoiding different uniform requirements for extra-curricular activities
- 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

##### Our school's uniform:

Items marked \* are available to order from our school uniform supplier : <http://www.st-ethelberts.re-schooluniform.co.uk/>

*All other items can be purchased from major/independent clothing retailers.*

##### Nursery Pupils:

###### Boys

- Pale blue polo shirt (no logo)
- Navy blue V-neck jumper with embroidered school logo\*
- Navy tracksuit bottoms
- Sensible closed shoes- velcro only. Trainers will be accepted in nursery

**Summer alternative:** Navy shorts

###### Girls

- Pale blue polo shirt (no logo)
- Navy blue V-neck jumper with embroidered school logo\*
- Navy tracksuit bottoms
- Sensible closed shoes- velcro only. Trainers will be accepted in nursery

**Summer alternative:** Navy shorts

##### Reception Pupils:

###### Boys

- Pale blue polo shirt (no logo)
- Navy blue V-neck jumper with embroidered school logo\*
- Grey trousers
- Plain black shoes (no trainers) preferably velcro fasteners rather than laces

**Summer alternative:** Grey shorts

###### Girls

- Pale blue polo shirt (no logo)
- Navy blue V-neck jumper with embroidered school logo\*
- Grey skirt (knee length) or trousers
- Plain black shoes (no trainers) preferably velcro fasteners rather than laces

**Summer alternative:** Blue and white check dress (knee length)

##### Pupils in Year 1 to Year 6:

###### Boys

- Pale blue school shirt (not a polo shirt)

- Navy blue V-neck jumper with embroidered school logo\*
- School tie\*
- Grey trousers
- Grey or black socks
- Black shoes (no trainers)

**Summer alternative:** Grey shorts

#### **Girls**

- Pale blue school shirt (not a polo shirt)
- Navy blue V-neck cardigan with embroidered school logo\*
- School tie\*
- Grey skirt (knee length) or trousers
- White socks or navy tights (black or grey socks with trousers)
- Black shoes (*no heels, trainers, open toed shoes, sling back shoes or knee high boots*)
- Navy or white hair hairband, clips or scrunchies

**Summer alternative:** Blue and white check school dress (knee length)

### **P.E Kit: For Pupils in Reception to Year 6:**

#### **(Girls and Boys)**

- Polo Shirt\* (In the colour of house team that has been allocated by the school)
- Plain navy shorts
- Plain navy sweatshirt
- Plain navy tracksuit bottoms
- Plimsolls or trainers for indoor PE
- Plimsolls or trainers for outdoor PE (optional)

### **SCHOOL UNIFORM GUIDELINES/EXPECTATIONS**

- If for any reason it is felt necessary for a pupil to wear anything other than the specified uniform, he/she should bring a note explaining why this is necessary, and when the pupil expects to be in full school uniform again.
- All clothing and belongings should be marked clearly with the child's name.
- Plain navy sweatshirts and plain navy joggers may be worn on top of the navy shorts and t-shirt kit in cold weather.
- Sweatshirts may not be worn instead of school jumpers.
- No make-up, nail varnish or fake tan may be worn to school.
- Reminders about correct school uniform are on our school website and published in our weekly newsletter.

#### **JEWELLERY**

- The wearing of jewellery of any kind is strongly discouraged. If ears are pierced, then only plain studs may be worn. These should be removed for PE lessons without assistance from staff. Alternatively, they should be taped over with micropore tape supplied by parents.
- Children in Key Stage 2 are permitted to wear a small watch.

#### **HAIR STYLES**

- Long hair should be tied back.
- Hairbands, clips and beads should be black, brown, navy or white

- Extreme hairstyles are not appropriate for young children at school e.g. coloured hair, long hair extensions, elaborate shaved heads

#### **FOOTWEAR**

- Trainers should not be worn to and from school, except after participating in an after school sports club.
- For health and safety reasons, girls' shoes should be flat and sturdy. Sandals should not have open toes or sling backs. Knee length boots are not permitted.
- Socks should not be worn over tights. Socks or tights in school colours must be worn.
- Trainer socks are not part of school uniform and should not be worn.

#### **PE LESSONS**

- PE lessons are part of the National Curriculum entitlement and all children are expected to participate fully in all aspects.
- The correct PE clothing should be worn – see uniform above. All PE shirts must be tucked in.
- Watches and studs must be removed and long hair tied back.
- Year 4 or 5 children will take part in swimming lessons as part of our P.E curriculum. Girls must wear one-piece swimsuits and hats must be worn.

#### **LOST UNIFORM**

- We will keep unnamed uniform in our lost property box. Any unclaimed and unnamed uniform will be sold as second hand uniform

#### **SECOND-HAND UNIFORM**

- Second-Hand Uniform is available from the school office.
- Second-hand uniform sales will take place termly after school. Please check the school newsletter for details.

### **5. Expectations for our school community**

#### **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)

#### **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 Maggie Brennan, our Welfare Officer, 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.

### **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 head teacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Maggie Brennan in the first instance and then Joanne Rodrigues, Deputy Head teacher.

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.

### **Local Academy Committee**

The Local Academy Committee 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 committee will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

## **6. Monitoring arrangements**

This policy will be reviewed every 2 years.

## **7. Links to other policies**

This policy is linked to our:

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