

# School Uniform Policy



## St Vincent's Catholic Primary School

Mission Statement:

*To love, serve and learn as Jesus shows us*

### DOCUMENT STATUS

<u>Drafted:</u>	<u>Adopted by Governors following consultation with parents/carers:</u>	<u>Implemented:</u>	<u>Last reviewed:</u>	<u>Next review:</u>
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## Statement of intent

St Vincent's Catholic Primary School 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 children, 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 children, and is affordable and the best value for money for the school and children's families.

We believe that children 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 Procedure
- Behaviour Policy
- Single Equality Policy

## 2. Roles and responsibilities

The governing body is responsible for:

- Establishing, in consultation with the Head Teacher 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 child by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, children and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is 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 Head Teacher 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 child 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.
- Agreeing circumstances where temporary adaptations can be made, e.g. for a child who has a broken arm and requires a loose-fitting top.

Staff members are responsible for:

- Ensuring that children dress in accordance with this policy at all times.
- Disciplining children who are in breach of this policy.
- Ensuring that children 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 Head Teacher 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.

Children are responsible for:

- Wearing the correct uniform at all times, unless the Head Teacher has agreed temporary adaptations.
- 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 children, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the Head Teacher 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 and carers.
- Parents and carers with multiple children who are, or will be in the future, children at the school.
- Parents and carers of younger children, as they are likely to grow quickly and require new uniform more frequently.
- Parents and carers of children with protected characteristics that may impact their ability to access the uniform due to costs.
- Looked after children and previously looked after children.

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 child, 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 to ensure their child can come to school in clean uniform every day.

The school does not vary uniform for different groups of children to ensure that children can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

Branding of uniform is not compulsory, giving parents and carers the choice of purchasing uniform with or without the school crest, as long as the items are consistent in colour.

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 children, 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 children 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 very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all children 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 children 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 children are consulted over any changes to school uniform, and that views and advice is sought specifically from children, and parents of children, who:

- Are transgender, including non-binary children.
- 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 children 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 children are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

The school ensures that children 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 children 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 Head Teacher and governing body, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of children 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 children 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 informally, in accordance with the school's Complaints Procedure. To make a complaint, parents should refer to the Complaints Procedure 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 child to accommodate particular social and cultural circumstances.

## 6. School uniform supplier

Our current school uniform suppliers are:

- 1) Warrington Schoolwear Centre: [www.alphaschoolwear.com](http://www.alphaschoolwear.com)
- 2) Touchline UK, Warrington

There are also a variety of local supermarkets and shops in the Warrington area that sell all non-crested uniform items.

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. The governing body will be able to demonstrate how uniform is procured at the best value for money. The Head Teacher 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 holds second-hand school uniforms in the school office for parents and carers to access.

Voluntary donations for these items will be accepted, but are not expected.

Parents are invited to donate their child's uniform when they no longer need it.

## 8. Non-compliance

Parents/carers will be notified of any instances where uniform expectations are not being followed.

Where there are serious breaches of uniform expectations, the Head Teacher, or a person authorised by the Head Teacher, is permitted to ask parents/carers to come to school to remedy breaches to the school's uniform. When deciding whether this is appropriate / necessary, the school will consider the child's age and vulnerability, the length of time it will take, and the availability of the child's parents.

## 9. School uniform

Our school colours are as follows: Navy blue / Pale blue / Gold

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
<b>Regular school uniform</b>				
Navy blue v-neck sweatshirt or cardigan	Required	School crest optional	Crested items are available from school supplier and second hand from the school office. Non-crested items can be bought from regular retailers.	£10.00 £12/£12.75
Sensible, plain black shoes	Required	No branding	Available from regular retailers.	N/A
<b>Autumn and Spring Term</b>				
Pale blue shirt / blouse	Required	No branding	Available from regular retailers.	N/A
Tie	Required	School pattern	Available from school supplier and second hand from the school office.	£4.00
Grey trousers with plain grey/navy school socks or Navy skirt/pinafore with navy socks/tights	Required	No branding	Available from regular retailers.	N/A
Navy blue fleece	Optional	School crest optional	Crested items are available from school supplier and second hand from the school office. Non-crested items can be bought from regular retailers.	£20.50
<b>Summer Term</b>				
Pale blue polo shirt	Required	School crest optional	Crested items are available from school supplier and second hand from the school office. Non-crested items can be bought from regular retailers.	£8.00 £9.00
Grey trousers / shorts with plain grey/navy school socks or Navy skirt with navy socks	Required	No branding	Available from regular retailers.	N/A
Pale blue gingham summer dress with navy / white socks	Optional	No branding	Available from regular retailers.	N/A

PE kit				
Navy blue v-neck sweatshirt or cardigan	Required	School crest optional	Crested items are available from school supplier and second hand from the school office. Non-crested items can be bought from regular retailers.	£10.00 £12/£12.75
Pale blue polo shirt	Required	School crest optional	Crested items are available from school supplier and second hand from the school office. Non-crested items can be bought from regular retailers.	£8.00 £9.00
Plain navy shorts, leggings or tracksuit bottoms	Required	No branding (This includes sports brands, patterns or logos)	Available from regular retailers.	N/A
Trainers	Required		Available from regular retailers.	N/A
Accessories				
Navy blue book bag	Required	School crest optional	Crested items are available from school supplier. Non-crested items can be bought from regular retailers.	£6.49 £6.50
Navy blue cap	Optional	School crest optional	Non-crested items can be bought from regular retailers.	N/A
Simple, functional navy / blue / white hair accessories	As required to tie up long hair	No branding	Available from regular retailers.	N/A

## Jewellery

No jewellery is to be worn, except for a simple wrist watch.

We advise that earrings are not worn for health and safety reasons, however should you allow your child to wear earrings, only plain, simple stud earrings will be acceptable, which must be removed for PE or practical lessons.

Jewellery is the responsibility of the child and not the school.

## School bag

Whilst book bags are preferred, a small rucksack can be brought to school. Rucksacks must be small, plain and appropriate for school with minimal branding or slogans. School bags featuring inappropriate images, slogans or phrases are not permitted.

Children are discouraged from bringing items to school other than those required. School cannot be held responsible for lost or damaged items which are brought into school.

## Hairstyles and make-up

The school reserves the right to make a judgement on whether a child's hairstyle is appropriate for the school environment; however, will ensure that any such judgements do not discriminate against any child by virtue of their protected characteristics. Each individual child'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 Procedure.

Children with long hair must ensure that it is tied back so that this does not impede their vision, cover their face or provide a health and safety risk.

The following hairstyles are not considered appropriate for school:

- Brightly-coloured, dyed hair.
- Lines / patterns cut into hair.
- Headwear with bold patterns or colours.
- Excessive hair accessories.

Children are not permitted to wear make-up or nail polish for school.

## **10. Adverse weather**

All children 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 and dresses with sleeves and collars or covered necklines.
- Over the knee skirts, shorts or trousers.
- Tops that cover the shoulder area.
- Sunglasses with UV protection when outside, where possible.

Children are advised not to wear any jumpers during heatwaves. If outside during break times, children not wearing sun-safe clothing are advised to stay in an area protected from the sun, or spare clothing is provided.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside.
- Warm jumpers that conform to the school's uniform policy.
- Trousers, or thick tights with skirts.

## **11. Labelling**

All children's clothing and footwear must be clearly labelled with their name.

Any lost clothing is to be taken to the lost property box in the key stage cloakroom areas. All lost property is retained until the end of each half term and is disposed of if it is not collected within this time.

## **12. Monitoring and review**

This policy is reviewed every two years by the Chair of Governors and the Head Teacher.

Consultation will take place if any significant changes are proposed.