

# St. Margaret Mary's Catholic Junior School



## School Uniform Policy

Review Date: 1<sup>st</sup> April 2024

Signed by:

Signature:

Date:

At St. Margaret Mary's Catholic Junior School we pride ourselves on our bespoke curriculum which has been designed by our children, governors, community and staff to ensure that learning experiences are rich and balanced. Throughout our curriculum and everything that we do here in school, we ensure that we all Love, Learn and Grow together with Jesus.

### **School Uniform Policy April 2023**

#### **Overview**

For the purposes of this policy, "uniform" includes the following elements of pupils' appearance.

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish/acrylic nails.

At St Margaret Mary's Catholic Junior School, we do not want any prospective or future parent to have to consider the cost of a school uniform when choosing which school(s) to apply for; therefore, our aim is to ensure that our school uniform is affordable. This also applies to our current families who need to purchase new items of uniform as their child grows.

In considering cost, we will take into account all items of uniform or clothing that parents will need to provide whilst their child is at the school.

This policy sets out the uniform requirements for our school, including seasonal variations and Physical Education. It also covers expectations of acceptable footwear and personal presentation.

Our hope is that by implementing a fair and considered policy we will be promoting the ethos of our school by providing pupils with a sense of belonging and identity, setting an appropriate tone for education and creating a common identity amongst all pupils, regardless of background.

We hope that this policy will also reduce bullying and peer pressure to wear the latest fashions or other expensive clothes.

At St Margaret Mary's we do not purchase uniform to resell to our families. Instead, we work with local suppliers to ensure that prices and quality remain competitive and that families do not have to travel far to acquire them. Furthermore, we ensure that our non-branded items can be purchased at other local clothing providers.

#### **Legal Framework**

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

#### **Roles and Responsibilities**

The governing board is responsible for:

- Establishing, in consultation with the headteacher 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, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The headteacher is responsible for:

- Enforcing the school's uniform rules 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.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, 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 an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

### **Aims**

We do not wish to create a situation where a distinction can be made between those who can afford a full school uniform and those who cannot as this can reduce the benefits of a uniform and has the potential to negatively impact attendance, access and participation and can lead to bullying.

No school uniform should be so expensive as to leave pupils or their families feeling unable to apply to or attend a school of their choice. Therefore, we need to ensure that uniforms are affordable.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

### **Objectives**

1. To ensure our uniform is not too expensive where it can place an unreasonable burden on

families.

2. To keep costs low- school only requires the use of branding on 3 items (jumpers, cardigans, and PE t-shirts).
3. Items that will not require branding include boys' white shirts, girls' gold shirts, girls' summer dresses, boys' polo shirts (although logoed polo shirts are available), trousers, skirts, socks, footwear and ties.
4. To ensure that non branded items can be purchased from various clothing providers.
5. To provide pupils with a sense of belonging and identity, setting an appropriate tone for education and creating a common identity amongst all pupils, regardless of background.
6. To keep children safe in school by wearing appropriate footwear.
7. To apply the same aims to our acceptable hair styles (see below for further details).
8. To publish our policy on our school website for all to access.

## **Gender**

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

### **This includes:**

- Adhering to the procedures laid out in the 'Cost principles' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

## **Religion and belief**

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

## **Race**

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on 'Preventing hair discrimination in schools'.

## **SEND and medical conditions**

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- [New] Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

### **Arrangements for the supply of uniforms (Uniform Providers)**

Cost and value for money for parents is our most important consideration when considering how our school uniforms should be sourced. Parents should be able to purchase generic items of uniform from a range of retailers giving them choice and value for money.

As our school's uniform includes branded items, we will ensure a written price agreement is in place with our supplier for these items.

School will demonstrate that we have obtained the best value for money from suppliers and will review the agreement at least every five years. Any savings negotiated with suppliers will then be passed on to parents.

School will ensure that suppliers continue to provide good value for money throughout the duration of the agreement.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils.

### **Views of Parents and Pupils**

Prior to any agreement school will consider parental and pupil views of potential providers.

### **Provision of Pre-Loved Uniforms**

Pre-Loved uniforms can benefit all parents, particularly those on low incomes. In addition, by extending the life of garments, it is more sustainable.

Our schools work closely with our Parent Teacher Association to ensure that arrangements are in place to ensure that Pre-Loved school uniforms are available for parents to acquire (for example through periodic Pre-Loved uniform sales or swap shops).

When these arrangements are agreed information on the dates and times of any sale will be published on our website.

### **Complaints**

Complaints/concerns about the cost of school uniforms can hopefully be resolved locally and should be pursued in accordance with the school's Complaints Policy. Any concerns in relation to the quality of uniform can be made to our provider. In such instances, school encourage families to keep school updated with any unresolved issues.

### **Pupil non-compliance**

In cases where it is suspected that financial hardship has resulted in a pupil not complying with a school's published uniform policy, school will take a mindful and considerate approach to resolve the situation.

#### **Autumn/Spring Uniform**

- Grey skirt / Grey trousers/shorts
- **Gold** blouse / white shirt
- **Black and Gold Tie.**
- Grey cardigan or pullover with school badge
- Short or knee length white or grey socks (not sport

or patterned socks)

- During the winter months thick black or grey tights.
- Black flat Shoes.

#### **Summer Uniform**

- Yellow polo shirt (Not t-shirt)
- Yellow/White Dress & White socks •

Grey shorts & socks

- Black shoes

- Black or white flat shoes (no open toe sandals).

**FOOTWEAR** - Children must wear sensible shoes in school. They should be Black flats shoes conventional style. They should not be Trainers, Canvas pumps or Footwear with a named sports brand such as Adidas, Nike etc. Preferably they should be polishable or patent leather. In the interests of safety, we ask that the shoes have a flat heel. For health and safety reasons, clogs, heeled sandals, boots etc are unacceptable. Trainers may be worn at playtime and lunchtime when the children are outside, but they are not to be worn to and from school or indoors. This keeps the carpets clean and is a health and safety feature.

**HAIR** - Hair should be appropriately styled. Long hair should be tied back at all times with yellow or black ribbons/bobbles. Hair should not be excessively short or inappropriately styled (numbers or designs are not acceptable).

**Communications used.**

1. School Website
2. Email &
3. Text messages

**Linked policies** - Health and Safety / Child Protection / Wellbeing/ Complaints, Behaviour and Equality and Diversity.