



# St Paul's Catholic School

## School Uniform Policy

### **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

### **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 students 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 students
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons
- Allow students to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with Mrs Conaghan, School Principal, who can answer questions about the policy and respond to any requests

### **Limiting the cost of school uniform**

The school is mindful that Leicester City has high areas of high deprivation and therefore seeks to limit the amount of school specific uniform items that need to be purchased. We work with Parent Voice annually in school to ensure uniform is affordable and accessible 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 for example, by only asking that the blazer, worn over the jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Avoiding specific requirements for items students 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 groups
- Avoiding different uniform requirements for extra-curricular activities

- Making sure that arrangements are in place for parents to acquire second-hand uniform items. We do this by offering a “pre loved” shop where parents can buy essential branded uniform at significantly reduced prices
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy
- Allowing parents to use their Pupil Premium allocation to purchase essential items of uniform.

### **Expectations for school uniform**

#### **Branded items**

- Black school blazer with school badge
- School tie
- St Paul’s black Colchester school skirt (knee length)
- PE Fitness top
- PE Multi Sports top
- PE Fleece
- PE Skort (optional)

#### **Non branded items**

- White shirt buttoned fully to the neck
- Black school uniform trousers
- Optional plain black v-necked jumper or cardigan. Not to be worn in place of blazer
- Black or white socks, black or skin tights
- Shoes should be all black
- PE black leggings
- PE black sports shorts
- Trainers
- Football boots
- Shin pads
- Gum shield

Club kit is provided to students for fixtures.

#### **Jewellery & hairstyles**

- Hair colour should be within the range of natural hair colouring (no bright colours and no extreme styles)
- Hair styles should be moderate and appropriate for school as agreed by the Principal. No haircut should be clipped below ‘2’
- Jewellery should be restricted to **1 stud only** in each ear, one ring and no facial piercings are allowed.
- Crucifix necklaces are allowed. No other necklaces or bracelets are permitted
- False eyelashes and false nails are not permitted
- Baseball caps and other hats are not permitted at any time. Scarfs including bandanas and woollen hats may only be worn in extreme weather conditions (snow). Hats, gloves and scarfs may not be worn indoors.
- Following consultation with EqualTeach and students Du Rags may be worn in school. They should be black, gold or white in colour which is in keeping with the school uniform.
- Headscarves worn for religious reasons should be black

### **Where to purchase it**

Our School Uniform Supplier for branded items is Schoolwear Solutions, 64 London Road, Oadby, Leicester, LE2 5DH – Telephone 216 0665.

- website – [www.schoolwearsolutions.com](http://www.schoolwearsolutions.com)
- email – [oadby@newplansolutions.co.uk](mailto:oadby@newplansolutions.co.uk)

Our preloved shop is held at school. Parents can view and purchase items both during the school day and on designated days during the school holidays.

### **Expectations for our school community**

#### **Students**

Students 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)

Students are also expected to contact Mrs S Conaghan, School Principal if they want to request an amendment to the uniform policy in relation to their protected characteristics.

#### **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 Mrs S Conaghan, School Principal 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 students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply, but will follow up with the Principal if the situation doesn't improve.

If a student attends school dressed inappropriately, we will contact home and reserve the right to place the student in isolation until the issue has been rectified and our expectations have been met. A uniform detention may be issued for those not wearing their uniform correctly.

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 and consult with a member of the Senior Leadership Team for advice.

### **Governors**

The Governing Body 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 students
- Offers a uniform that is appropriate, practical and safe for all students

The Governing Body and St Thomas Aquinas Catholic Multi Academy Trust 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.

### **Monitoring arrangements**

This policy will be reviewed annually.

### **Links to other policies**

This policy is linked to our:

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