



# St Paul's Catholic School

## **Uniform Policy**

**Approved by:**

**Governing Body**

**Date: November 2024**

**Last reviewed on:**

**November 2024**

**Next review due by:**

**September 2025**

## **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 a 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, the 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 consider, whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible for example, by asking that either the school blazer with badge **OR** a v-neck black jumper with badge is worn. A plain v-neck black jumper can only be worn under a school blazer.
- 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 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 cost

- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents, of any changes
- Consulting 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**

#### **Students**

Students are expected to wear the correct uniform at all times with care and pride (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

Reminded of:

- That variation of school uniform is often attempted by students who try to reassure their parents that "they all do it". Please ignore such reports unless backed by an official school letter
- In emergencies, when obliged to send your child to school wearing incorrect clothing, a written note of explanation is necessary

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.

## **School branded items**

- Black school blazer with school badge **OR** black v-neck jumper with school badge
- School tie
- St Paul's tartan school skirt (knee length)
- PE Fitness top
- PE Multi Sports top
- PE Black Fleece
- PE Skort (optional)

## **Non branded items**

- White shirt buttoned fully to the neck
- Black school uniform trousers – no skinny trousers, jeans or leggings
- Optional plain black v-neck jumper or cardigan which **MUST** be worn with a black school blazer with badge
- Long black socks or black tights. Plain black or white ankle socks may be worn in warmer weather
- Footwear should be all black without visible logos. **NO BOOTS.**
- PE black leggings
- PE black sports shorts or skort **NO CYCLING SHORTS**
- Trainers
- Football boots
- Shin pads
- Gum shield
- Water bottle
- Apron

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
  - One watch
  - Crucifix necklace – no other necklaces or bracelets are permitted

- Facial piercings are only allowed for cultural/religious reasons

### **Additional Items**

- French manicure/white tips are allowed
- Scarfs, bandanas, woollen hats and gloves may be worn in extreme weather conditions (snow). Scarfs, hats, bandanas and gloves NOT to be worn indoors.
- Following consultation with EqualTeach Du Rags may be worn by those students whose cultural identity recognise Du Rags as being significantly important. 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

### **The following items are not permissible**

- Hoodie/Sweatshirts
- Visibly noticeable make-up or nail varnish
- False eyelashes and/or false nails
- Baseball caps and other hats are not permitted at any time

### **Where to purchase branded school uniform**

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 pre-loved shop is held at school. Parents can view and purchase items both during the school day and on designated days, during the school holidays.

### **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 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.