



# St Mary's Catholic Primary 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 pupils 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 pupils;
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back);
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable;
- 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 our Home School Support Worker, who can answer questions about the policy and respond to any requests.

### 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 by only asking that the school jumper features the school logo;
- Limiting items with distinctive characteristics to low-cost or long-lasting items;
- 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 groups;
- Avoiding different uniform requirements for extra-curricular activities;
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels;
- 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.

### **Expectations for Nursery uniform**

- Royal blue sweatshirt (*school logo optional*);
- Plain white polo shirt/T-shirt;
- Royal blue tracksuit bottoms;
- Trainers.

### **Expectations for School uniform**

#### **Winter uniform**

- Grey trousers/navy-blue skirt;
- Pale blue polo shirt (*school logo optional*);
- School sweatshirt/cardigan **with school logo**;
- Black or navy-blue shoes, no trainers;
- Optional navy-blue fleece **with school logo**, for outdoor use only.

### **Summer uniform** (*starts after Easter Holidays until October half term*)

- Grey trousers/shorts/navy-blue skirt/blue and white checked dress;
- Pale blue polo shirt (*school logo optional*);
- School sweatshirt/cardigan **with school logo**;
- Black or navy-blue shoes, no trainers;
- School cap/plain navy-blue cap/hat (*optional*).

### **PE Kit**

- Plain white T-shirt and navy-blue shorts for indoor PE;
- Plain white T-shirt and navy-blue tracksuit for outdoor PE;
- Plimsolls are needed for indoor games and trainers for junior football and other outdoor games;
- Dance and gymnastics will be performed in bare feet;
- In KS2, swimming trunks or a one-piece costume and plain navy-blue tracksuit bottoms.
  
- *No jewellery is allowed except studs and watches;*
- *Fashion shoes must not be worn at school;*
- *Footwear should be appropriate for school and this means no heels, as children could injure themselves;*
- *Boots (including ankle or knee-high boots) are not part of the school uniform and should not be worn.*

### **Where to purchase it**

St Mary's uniform can be purchased from:

#### **Uniformbase**

Schoolwear House,  
11 Railway Street,  
Chatham  
Kent  
Tel: 01634 407217

Second-hand uniform sale:

- Our Home School Support worker schedules a second-hand uniform sale throughout the term.

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

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 (as required).

Pupils are also expected to contact the Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 the Headteacher 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 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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by a senior member of staff.

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.

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 pupils;
- Offers a uniform that is appropriate, practical and safe for all pupils.

The Governing Body 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 every year and approved by the Full Governing Body.

### **Links to other policies**

This policy is linked to our:

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