



St Elizabeth's Catholic Voluntary Academy

# Uniform Policy

Nov 2022

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## 1. 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

## 2. 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:

- › 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, whilst keeping their own natural hair colour
- › 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
- › Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Headteacher, who can answer questions about the policy and respond to any requests

## 3. 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 for example, by only asking that jumpers, cardigans or PE sweatshirts have a school logo that is optional
- Limiting items with distinctive characteristics to low-cost or long-lasting items, eg ties
- Avoiding specific requirements for items pupils could wear on non-school days, such as bags and trainers
- 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/house 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 wearing school's own PE bands
- 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

## 4. Expectations for school uniform

### 4.1 Our school's uniform

Our school winter uniform is white shirt (polo shirt in KS1, no tie) collared shirt in KS2, brown and gold tie, brown jumper or cardigan, brown skirt or pinafore dress, black trousers or shorts, black shoes, black, grey, brown or white socks. Any items for hair should remain within these colours of white, black, brown or yellow.

Our summer uniform is white polo shirt (no tie), or short sleeved collared shirt with tie, brown cardigan or jumper (same as winter uniform), black trousers or shorts, yellow summer dress or jumpsuit type shorts/dress. Black shoes, black, grey, brown or white socks. Any items for hair should remain within these colours of white, black, brown or yellow.

Our active uniform – which is often referred to as PE kit– is worn to school on PE or sports days. The active uniform is yellow polo shirt, yellow sweatshirt with school logo (optional), black shorts or black joggers no brands. Trainers or pumps with black, grey or white socks.

School coats should be either a brown school fleece or black or brown coat.

School bags can be any appropriate bag, however we do request a small size due to storage in school cloakroom areas. School book bags are available to purchase from the school office.

Jewellery should be kept to a minimum, a watch and small stud earrings are allowed. However, these should be removed for PE/swimming – or we would recommend they are not worn on PE days. We would expect children to be able to remove their own earrings, or alternatively for them not to be worn at all on PE days.

Swimming kit is a one piece swimming costume, trunks or swim shorts (not below the knee), goggles may be worn with parental permission. Long hair will need to be tied back or a swimming hat can be worn.

## 4.2 Where to purchase it

Our uniform can be purchased from high street stores/supermarkets. In order to purchase the brown cardigans, jumpers and sweatshirt with optional logo (as well as other items) you can use one of our online suppliers Loopwear at [www.loopwear.co.uk](http://www.loopwear.co.uk) or Hamilton's Schoolwear and Embroidery at <https://www.hamiltons.biz/>

We hold second hand uniform sales at both the Christmas and Summer Fayres run by the St Elizabeth's Association (SEA – parent fundraising group). School council also hold second hand uniform sales often linked to the end of the school day. These events are always noted in our school newsletters and shared with our school community.

## 5. Expectations for our school community

### 5.1 Pupils

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 (if 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.

### 5.2 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 and the correct size for the child

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.

### 5.3 Staff

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 the head teacher or a member of the school's Senior Leadership Team.

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. Please refer to the Trust Hardship fund for any support.

### 5.4 Governors

The governing board 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 board 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.

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- SRSCMAT Trust Hardship Fund