

# ST MONICA'S CATHOLIC PRIMARY SCHOOL

## Uniform Policy



**'Strive to succeed in the presence of God'**

**T**ogether – as a Catholic community  
**E**veryone - children, staff, parents, carers and parish  
**A**chieves – in their unique way and tries to be  
**M**ore – like Jesus

<b>Date of Issue</b>	<b>June 2024</b>
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## **Mission Statement**

St Monica's Catholic school community follows the teachings of Jesus Christ, working together as a TEAM to strive to succeed in the presence of God.

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**E**veryone- children, parents, carers, staff and parish  
**A**chieves in their own unique way and strives to be  
**M**ore like Jesus.

## **Contents**

1. Aims
2. Our school's legal duties under the Equality Act 2010
3. Limiting the cost of school uniform
4. Expectations for school uniform
5. Expectations for our school community
6. Monitoring arrangements
7. Links to other policies

### **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:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in
- 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 (with the exception of jewellery such as a cross and chain)
- Allow for adaptations to our policy on the grounds of equality, by asking pupils or their parents to get in touch with their 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:

- Making distinctive characteristics optional (such as the crest on a school jumper)
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items where possible, 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 eg trainers, so that the school's uniform can act as a social leveller
- Avoiding different uniform requirements for different years
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling 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

### **4. Expectations for school uniform**

#### **4.1 Our school's uniform**

- Grey shorts/trousers with grey socks
- Green skirt/pinafore with white socks or green tights
- White shirt with school tie
- Green jumper/cardigan with school logo (logo is optional)
- Green gingham cotton dresses/skort may be worn in the summer term and until October half term
- Black shoes or sandals of a sensible design (no open toe or high heels and heavy boots and trainers are not permitted) brown sandals may be worn in the summer term.

## **4.2 PE Uniform**

For PE, all children come into school wearing their school PE kit. They need a pair of green shorts and green school T-shirt with logo. In the winter months they will need a pair of green jogging bottoms and a green sweat top (or school jumper). Children must wear trainers (with velcro please unless they are very good at tying their own laces) and not plimsols as they do not support young feet.

## **4.3 Swimming**

The following costumes are permitted:

- A one-piece swimsuit
- Swimming trunks or short-fitted shorts above the knee
- A swimming hat if their hair is long or goes in their eyes when wet

The following items are not permitted:

- Swimsuits that have long skirts attached
- Long loose shorts - football, board or PE shorts
- Underwear
- Wetsuits
- Outdoor footwear such as flip flops, Crocs or reef shoes

## **4.4 Other Items**

### **Jewellery**

Jewellery should not be worn in school with the exception of stud earrings, which are permitted, but following guidance, they must be removed (or preferably not worn at all) on the days P.E. activities are taking place.

### **Watches**

Whilst analogue watches are good for pupils to use and improve their ability with time, they are for some just one more thing to get damaged or lost. Any expensive items such as Fitbits are not encouraged.

### **Bags and Personal Belongings**

With the active uniform policy there should be limited other items coming into school so please keep bags small for reading books and homework etc. We discourage children from bringing personal belongings to school to avoid any issues around loss and upset.

## **4.5 Where to Buy**

The main items of our uniform do not require the school logo and so can be bought at your preferred retailer. We recognise that many parents opt for the logo items and so branded items are made available at a variety of uniform shops online and in the high street.

Branded items can be bought from

J.Smith & Sons

25 Station Parade

Cockfosters Road

Cockfosters, EN4 ODW

J Smith & Sons – [www.smithschoolwear.co.uk](http://www.smithschoolwear.co.uk)

As part of the support for pupils entitled to Free School Meals (FSM) the school will provide support with uniform such as providing some of the items for free. This offer can change, but the school will publish its support for FSM pupils on an annual basis.

The school's Friends Committee hold regular uniform sales at the school's Christmas Bazaar and Summer Fête where quality second items are available.

## **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)

Children are also expected to contact their 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

Parents are also expected to contact their 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.

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.

#### **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
- considers 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.

#### **6. Monitoring arrangements**

This policy will be reviewed every 3 years by the leadership team

#### **7. Links to other policies**

This policy is linked to our:

Behaviour policy

Equality information and objectives statement

Anti-bullying policy

Complaints policy

FSM Support Document