

# St Joseph's Catholic Voluntary Academy



**With God's Guidance We Love, Learn, Respect and Forgive**

**Part of the St Thomas Aquinas Catholic Academy Trust**

## **Uniform Policy**

<u>Implementation</u>	<u>Whole School / All Staff</u>
<u>Monitoring</u>	<u>Mrs Clair Dedman</u>
<u>Written</u>	<u>Monday 26<sup>th</sup> February '24</u>
<u>Signed (Head Teacher)</u>	
<u>Signed (Chair of Governors)</u>	
<u>Review Date</u>	<u>January 2026</u>

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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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Mrs. Clair Dedman, Head Teacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

### 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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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 school Tie is worn with a white shirt and Blue Jumper (no Badge)
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- 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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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 uniform includes a:

A White Shirt (Short or Long Sleeved) with a Collar (No Polo tops)

Grey Skirt/ Grey Trousers/ Grey Pinafore

Royal Blue Jumper

White or Grey Socks

**All Items can be purchased from the local supermarket or department store.**

A school Tie will need to be purchased from the school office. This is the only branded item that is required.

#### Optional branded Items include:

School bookbag

water bottle

These may be purchased from the school office but these are optional and not essential branded items.

## Expectations for PE and swimming kit

Indoor	Outdoor
Black Plimsolls not 'Trainers', Plain White T shirt Royal Blue or Black Shorts. Black Knee Length cycling shorts Black Leggings	'Trainers' suitable for outdoor activities. Plain White T shirt Royal Blue or Black Shorts Long Black Leggings Navy or Black Plain Track Suit for Cooler Months All school clothing and footwear should be clearly marked with the child's name and kept in a PE bag or small rucksack

- **Expectations for jewellery and hairstyles**

- Watches will be permitted during lesson time, but must be removed before any physical activity e.g. PE lessons and playtime (and will be the responsibility of the child).
- 1 pair of small stud earrings only (restricted to 1 stud only in each ear.)
- No other jewellery is permitted at any time

Hair must be:

- Kept tidy
- Long hair must be tied back using neutral or school colours (Blue, Yellow, White, Grey and Black)

- **Expectations for shoes, bags and coats**

- Children will need to bring their items for the day with them in a small bag.
- They will be required to have a coat to suit the weather conditions.
- School shoes must be completely black with no other visible colour.

- **Which items are only required in specific circumstances or at certain times of the year**

During the summer/ winter months the children may need to wear hats, scarves, gloves and sunglasses. Please ensure that these are labelled clearly.

- **To also maintain the high standard in the school the following points must be adhered to:**

- Extremes of fashion, including hairstyles and hair gel etc are not permitted.
- Nail varnish, false nails including acrylic, plastic or fancy sandals are not allowed.

## 4.2 Where to purchase it

School uniform can be purchased from any high street retailer and most commonly our local super markets. The school tie is the only item that needs to be purchased from the school office.

Preloved items can be purchased from the school office. Either visit the office or email [school.office@st-josephs.leicester.sch.uk](mailto:school.office@st-josephs.leicester.sch.uk) to ask about our pre-loved items.

## 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 Mrs Clair Dedman, Head Teacher, 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/carers are also expected to contact Mrs Clair Dedman, Head Teacher, 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/carers 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/carers 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 contacting parents and asking for their support, in ensuring that their children have the correct uniform, in line with the policy.

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
- Takes into account the views of parents/carers 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.

## 6. Monitoring arrangements

This policy will be reviewed every two years by Mrs Clair Dedman, Head Teacher. At every review, it will be approved by Local governing body.

## 7. Links to other policies

This policy is linked to our:

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