



# SS John Fisher & Thomas More Catholic Primary School

**A Voluntary Academy**

"Journeying together with Jesus Christ, we learn to love and love to learn."



## Uniform Policy

|                                    |                      |
|------------------------------------|----------------------|
| Policy updated:                    | April 2025           |
| Policy reviewed:                   | April 2028           |
| Governor committee responsibility: | Local Governing Body |



**Ss John Fisher & Thomas More Catholic Primary School, A Voluntary Academy**

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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
- Ensure all pupils feel comfortable and included in their choice of 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 the Headteacher, 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. However, we do state that plain, non-branded items in the correct school colors are acceptable.

We will make sure our uniform is available at a reasonable cost and 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
- 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 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

It is our policy that all children in our school are required to wear school uniform. Some items can be purchased from our designated suppliers, whilst others are available more widely.

|                | September - April  | April - July   |
|----------------|--|--|
| School Uniform | All pupils may choose from the following options: <ul style="list-style-type: none"><li>* Grey trousers (long or short)</li><li>* Grey skirt, tunic or pinafore dress</li><li>* Plain white shirt/polo shirt/blouse</li><li>* Royal blue sweatshirt or cardigan</li><li>* Black school shoes (No trainers)</li></ul> | All pupils may choose from the following options: <ul style="list-style-type: none"><li>* Blue gingham dress</li><li>* Plain blue or white polo shirt with plain shorts in grey, navy or black (must be trouser fabric)</li><li>* Black school shoes (No trainers)</li></ul> |
| PE Kit         | <ul style="list-style-type: none"><li>* Plain white t-shirt</li><li>* Black or navy blue shorts, jogging bottoms or leggings</li><li>* Trainers with non-marking soles</li></ul>   |  |

Additional Information:

- Wellington boots and waterproof coats should be available in school for outdoor activities
- ***All school uniform and clothing should be clearly marked with the child's name***

#### 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

## 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 and carers are also expected to contact the Headteacher or Parent Liaison Officer 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 and 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 and 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 the school 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.

## 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 carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The governing 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. Additional Guidelines

### 6.1 Jewellery and Accessories

- Jewellery should not be worn to school. It is easily lost and can be a danger particularly in PE and craft activities and even at playtime.
- Children with pierced ears should wear small studs, but even these can be dangerous at times. All earrings that dangle or are hoops are not permitted in school for safety reasons.
- Watches may be worn but must be removed for PE activities.

### 6.2 Personal Items

- Children must not bring to school items of value such as mobile phones, computer games and similar items, unless an arrangement has been made with the class teacher.
- The school cannot be held responsible for the security of these items.
- Additional items, such as toys, games or any electronic devices, should not be brought in to school unless at the request of a staff member.

### 6.3 Hair and Appearance

- Extreme styles of haircut and colour including shaved heads or styles incorporating logos are inappropriate for school.
- Long hair should be tied back for practical activities for safety reasons.

### 6.4 Footwear

- For safety reasons, shoes with a stacked heel or sole, or any form of high heels are not suitable for school.
- The wearing of boots indoors is discouraged.
- Pupils are asked to change into appropriate footwear on arrival during bad weather.

## 7. Where to Purchase Uniform

- School uniform can be purchased from Debonair in Civic Centre and Online at Marks and Spencer.