

Our Lady's RC Primary School



Uniform Policy

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	Person Responsible/Subject Leader	5.9.2022
	Headteacher	5.9.2022
	Governor	5.9.2022

"Learning and loving together; we grow with Jesus"

Our Core Values

During Summer 2020 workshops, we revisited both our Mission Statement and Core Values. This involved everyone in discussion, reflection and prayer about the values, Mission and Aims of our Catholic school. There was a calling to all to re-commit to our purpose and to work together to understand our roles and responsibilities as part of Our Lady's



During the workshops, the feedback from parents, and the views expressed by the children during sessions played a prominent role in the decisions we made.

Our Mission Statement is:

"Learning and loving together; we grow with Jesus"

The Core Values that provide the foundation for that Mission are:

**Faithful
Nurturing
Respectful**

**Positive
Forgiving
Honest**

**Safe
Fair**

NURTURE

The School's six nurturing principles sum up our practice and theory. They underpin the context, organisation and curriculum.

1. Children's learning is understood developmentally
2. The classroom offers a safe base
3. the importance of nurture for the development of wellbeing
4. Language as a vital means of communication
5. All behaviour is communication
6. The importance of transition in children's lives



Our Mission is represented by the design above. As with the statement itself, the logo was developed by all stakeholders, with the children in particular providing the symbolic ideas of **growth – the tree, love – the hearts** and **Christ – the Cross**.

Introduction

Statement of intent

Our Lady's R.C. Primary School believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education

Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

Education and Inspections Act 2006

- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Compliments & Complaints Policy
- Behaviour Policy
- Equality & Diversity Policy

Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

Cost principles

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the 'School's Admissions Policy', the headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school has no variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to ensure that pupils can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible, e.g. by offering sew- or iron-on logo badges for jumpers that can be bought at retailers instead of requiring special branded jumpers.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does not enter into exclusive single supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

Equality principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in the previous section.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- Are transgender, including non-binary pupils.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the Equality & Diversity Policy.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Compliments & Complaints Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

Complaints and challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Compliments & Complaints Policy.

To make a complaint, parents should refer to the Compliments & Complaints Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

School uniform supplier

Our current school uniform suppliers are:

- **Aspull Embroidery** – 107 Haigh Road, Aspull, Wigan
- Online from **My Clothing** (previously **Tesco**) (a link is available from the school's web site – www.aspullourladys.wigan.sch.uk/uniform)
- **Slaters** – Swan Meadow Road, Wigan
- **Top Marks Schoolwear** – 56-58 Standishgate, Wigan WN1 1UW.

The governing board will be able to demonstrate how uniform is procured at the best value for money. The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school does not sign contracts with suppliers.

Uniform assistance

The school supports vulnerable families in meeting the costs of uniforms. School uniform assistance is provided via the availability of a low cost Iron-On school logo. Plain Light Blue Polo shirts and Navy-Blue Sweatshirt and or Cardigan can be purchased at low cost from many shops including National Supermarkets.

Each Term the school holds a second-hand school uniform Pop-Up Swap-Shop in the school hall for parents to access; access to these uniforms is available FREE-OF-CHARGE. Parents are invited to donate their child's washed clean uniform when they no longer need it to stock each Pop-Up-Swap-Shop. The shop is operated by the School Council.

Non-compliance

Staff members are permitted to discipline pupils for breaching this policy, in accordance with the school's Behaviour Policy.

Exclusion may be considered where breaches of the Uniform/Appearance Policy are 'persistent and defiant'. The Headteacher, or another member of staff with delegated authority, may ask a pupil to go home to remedy a breach of the school's rules on uniform or appearance. In such a case, parents will be notified and any absence associated with this will be recorded as 'authorised'.

School uniform

Clothing

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Average Cost per item from all supplier (correct at time of publication)
Regular school uniform				
Navy Blue sweatshirt or Navy-Blue cardigan	Required	School logo on right-hand side (iron-on school logo Badges available from the school office)	Branded sweatshirt and cardigan available from school supplier and second hand from school. Navy Blue sweatshirt or cardigan can be bought from regular retailers. Iron-on logo badges available from school office.	£2.50-£15.00
Light Blue polo shirt	Required	School logo on right-hand side (iron-on school logo Badges available from the school office)	Branded sweatshirt and cardigan available from school supplier and second hand from school. Navy Blue sweatshirt or cardigan can be bought from regular retailers. Iron-on logo badges	£1.25-£9.00

			available from school office.	
Grey shorts/trousers or grey skirt/Pinafore	Required	No branding	Available from school supplier, second hand from school and available from regular retailers.	N/A
Sensible, plain black shoes	Required	No branding	Available from regular retailers.	N/A
PE kit				
Plain white t-shirt	Required	No branding	Available from school supplier, second hand from school and available from regular retailers.	N/A
Plain blue shorts	Required	No branding	Available from school supplier, second hand from school and available from regular retailers.	N/A
Seasonal				
Light Blue and white gingham summer dress (Only to be worn between beginning of Summer term and Autumn Half Term)	Optional	No branding	Available from school supplier, second hand from school and available from regular retailers.	N/A
Accessories				
School book bag	Optional	School logo	Available from school supplier, school office.	£5.00
Draw-string type PE Bag	Optional	No Branding	Available from school supplier, second hand from school and available from regular retailers.	N/A

Trainers are not considered suitable footwear. High heels are not permitted.

Skirts must be knee-length. Black jeans are not permitted.

Parents are responsible for ensuring their child's PE kit is available in school when needed.

Jewellery

Pupils should not wear jewellery to school, especially as individuals become very upset if a treasured piece of jewellery goes missing, and it can constitute a danger to the wearer and to other children.

As all earrings are to be removed, parents are asked to ensure that any piercings are carried out at the beginning of the summer holidays so that they are fully healed for the start of the autumn term.

Please note that the school will be unable to take any responsibility for any jewellery that is lost or damaged.

School bag

Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It should hold A4-sized work books comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases are not permitted.

The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags. Appropriately sized bags are available to purchase from the school office.

Hairstyles

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Compliments & Complaints Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up at all times.

The following principles apply to hairstyles considered appropriate for school:

- Pupils to have neat and tidy hair at all times
- Extreme hairstyles including No 1 haircut, unnaturally structured or unduly long are not allowed
- Long hair tied back.
- Tram lines cut into the hair are not acceptable
- No hair gel or any similar products.
- Small black or blue hair ornaments (headbands/bows)
- Hair should not be of an inappropriate colour.

Makeup

No make up or nail varnish should be worn on nails or toes. Pupils found wearing makeup will be asked to remove it.

Adverse weather

All pupils are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

For hot temperatures, this includes wearing:

- Loose-fitting and lightweight shirts and dresses with sleeves and collars or covered necklines.
- Over the knee skirts, shorts or trousers.
- Tops that cover the shoulder area.
- Sunglasses with UV protection when outside, where possible.
- Sun Hats.

Pupils are advised not to wear any jumpers or blazers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun, or spare clothing is provided.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside.
- Warm jumpers that conform to the school's uniform policy.
- Trousers, or thick tights with skirts.

Labelling

All pupils' clothing and footwear MUST BE clearly labelled with their name. Any lost clothing is be taken to the second hand uniform box. All unclaimed lost property is disposed of via the termly Pop-Up-Swap-Shop.

Monitoring and review

This policy is reviewed annually by the chair of governors and the headteacher. The scheduled review date for this policy is stipulated on the front cover.

