



**Bishop  
Hogarth**

Catholic Education Trust

## **SCHOOL UNIFORM POLICY**

### **OUR LADY & ST CATHOLIC PRIMARY SCHOOL, WILLINGTON**

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## **Contents:**

Statement of intent

1. Legal framework
2. Roles and responsibilities
3. Cost principles
4. Equality principles
5. Complaints and challenges
6. School uniform supplier
7. Uniform assistance
8. School uniform
9. Adverse weather
10. Labelling
11. Monitoring and review

## **Statement of intent**

### **Our Lady & St Thomas Catholic Primary School, Willington**

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.

## 1. 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

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:

- Complaints Procedures Policy
- Behaviour Policy

## 2. Roles and responsibilities

The Local Governing Committee is responsible for:

- Establishing, in consultation with the head teacher and school community a 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.
- 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.

The head teacher 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.

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 head teacher if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean and presentable.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless an exemption has been granted.

### **3. 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 Admissions Code', the head teacher 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.

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 keeps variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum where possible 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 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.

#### **4. Equality principles**

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully seriously, and aims to ensure that the uniform policy is as inclusive as possible.

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 detailed in **Section 3**.

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.

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 head teacher.

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 maybe permitted where possible.

#### **5. Complaints and challenges**

The school endeavours to resolve all uniform complaints informally, in accordance with the Trust's Complaints Policy.

## **6. School uniform supplier**

### **Our current school uniform supplier is a local supplier -Tots to Teams**

Unit 10b, Airport Industrial Estate,  
Kingston Park, Newcastle upon Tyne. NE3 2EF  
Tel: phone number - 0191 2715454

Email: [orders@totstoteams.com](mailto:orders@totstoteams.com)

Our current supplier does not enter into written contracts with schools, therefore there is no tie in period and schools can therefore leave at any time.

The Local Governing Committee will ensure if needed in the future that a written contract is in place with the supplier for branded items. The school will re-tender the uniform contract every 3 years whether changes to the uniform are made or not, in line with the Trust's Finance Policy. The Head teacher 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 before requesting visualisations of proposed uniform, as well as fabric samples.

## **7. Uniform assistance**

The school supports vulnerable families in helping with the cost of uniforms should parents struggle to purchase this. This support is offered to families in need or families with multiple children.

Black school shoes are not a requirement. Children are permitted to wear outdoor shoes.

Termly opportunities to re-cycle uniform. The school holds second-hand school uniforms for parents to access. Parents are invited to donate good quality second hand uniform when they no longer need it. Parents wishing to donate should contact the office in the first instance.

Alternatively, parents can access the local Charity shop – Charity Shop 4 U which also holds items of second hand uniform.

We monitor children's appearance in school and if it is felt necessary contact the parent to donate second hand uniform. We also buy PE Kits and give to families in need.

## **8. School uniform**

**School colours** -Our school colours are as follows:

- Royal Blue – Jumper / Cardigan
- Sky Blue or white – polo shirts
- Grey / Back - trousers or skirts
- PE kit – Sky blue t-shirt and striped navy shorts.

## Royal/Navy blue hoodie and jogging trousers

### Clothing

Families are able to buy generic items of uniform easily and at minimal cost from local supermarkets. If they wish to purchase branded items, they are able to do so directly with our supplier online. This is free delivery to school or a small fee applies if delivered directly to families. The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
<b>Regular school uniform</b>				
Royal Blue sweatshirt (crew) or cardigan	Required	School logo on right-hand side	Branded sweatshirt and cardigan available from school supplier and second hand from school office. Sweatshirt or cardigans can be bought from regular retailers.	£9 - £13 (Size dependent)
Sky Blue or White polo shirt	Required	No branding	Available from school supplier, second hand from school office and available from regular retailers.	£8- £10 (Size dependent)
Royal Blue school coat	Optional	School logo on right-hand side	Available from school supplier and second hand from school office.	£21.00
Grey or black trousers or grey skirt	Required	No branding	Available from Regular retailers	<b>N/A</b>
Sensible, plain black shoes	Optional	No branding	Available from regular retailers.	<b>N/A</b>
<b>PE kit</b>				
Sky Blue t-shirt	Required	School logo on right-hand side	Available from school supplier.	£5.00
Striped blue shorts	Required	School logo on right-hand side	Available from school supplier.	£4.20 - 5.00
Royal Blue Hoodie	Optional	School logo on right-hand side	Available from school supplier.	£12.25
Royal/ Dark Blue Jogging Bottoms	Optional	No branding	Available from school supplier.	£10
<b>Accessories</b>				
School Satchel style bag	Optional	School logo	Available from school supplier.	From £7.00

**The price of items can vary dependent upon size.**

Parents who do not wish to buy the optional branded PE kit must acquire a PE kit meeting the following criteria:

- **Plain T-shirt (with no branding or logos from professional sports teams)**
- **Hoodie and tracksuit bottoms (with no branding or logos from professional sports teams)**
- **Suitable trainers**
- **Suitable sports footwear,**

Parents are responsible for ensuring their child brings their PE kit to school when needed.

### **Jewellery**

Jewellery is not permitted unless ears have been recently pierced, when stud earrings may be worn for six weeks and then removed. These must be taped up for PE.

Plain Wrist watches - no expensive APPLE watches or FITBIT style tracking watches.

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded.

### **School bag**

The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

### **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.

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 during practical lessons.

## **9. Adverse weather**

Pupils are permitted to wear appropriate clothing and footwear – snow boots/ wellington boots in adverse weather conditions.

## **10. Labelling**

All pupils' clothing and footwear is clearly labelled with their name.

Any lost clothing is to be taken to the lost property box in the **foyer outside the school office**. All lost property is retained for **half a term** and then it is added to our second-hand supply.

## **11. Monitoring and review**

This policy is reviewed every three years by the Local Governing Committee.