



# **St Francis Catholic Primary School**

## **School Uniform Policy**

### **September 2022**

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**Chair of Governors:** P. Gough

**Head Teacher:** D. Richards

# Contents

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

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## 1. Aims

‘I am a sign of God’s love’

At St Francis we love, learn and grow in the footsteps of Jesus and are active signs of God’s love through praying, respecting and serving others.

The wearing of uniform is strongly encouraged. It is noticeable that children who come to school smartly dressed, looking ready for a good day’s schooling, are more inclined to display the right sort of attitudes to behaviour and classroom studies. Uniform also helps to reinforce the feeling of school community.

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 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 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
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the school office, 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:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics
- Limiting items with distinctive characteristics to low-cost 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 leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling 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

#### Winter Uniform

- White shirt/blouse with tie.
- V-neck jumper/cardigan (School logo optional)
- Long grey trousers.
- Grey skirt, pinafore (*no more than 5cm above the knee and not of a jersey material*)
- No leggings or jogger trousers.
- Grey, navy or white socks or tights.
- Black sensible shoes.

#### Summer Months

- A school shirt and tie with optional grey school shorts, or a blue and white checked summer dress.

#### PE Kit

- White round neck t-shirt or polo shirt.
- Navy or black shorts or joggers.
- Black plimsolls for indoors/ Black, navy, grey or white trainers for outdoors.

#### Other

- Hair - Extreme styles are not allowed, including the following: short hair on side with longer hair on top; tram/parting lines; braiding; dyed hair; spikey hair; mohicans; shaven heads; the use of gel or fashion hair; any other style that the Governors deem to be extreme. All long hair has to be tied back within the classroom environment due to health and safety.
- Shoes - Black sensible shoes are required at all times when your child is in the building unless it has been agreed, due to a medical condition that a child can wear plain black short boots.
- Make-up - Nail varnish or make-up of any description are not allowed.
- Jewellery - only one pair of small stud earrings or one single stud earring may be worn.
- Note that all children from Year Reception to Year 6 should have a proper school shirt and tie unless wearing a school Summer dress.

## 4.2 Where to purchase it

### A&J Designs (Staffs) Ltd

Apex Business Park, Unit 1, Walsall Road, Cannock, Staffordshire, WS11 9PU.

Collection or delivery.

Bus Routes: The stop in question is served by route 3 which runs between Cannock, Heath Hayes, Norton Canes and Brownhills. The nearest other service is route 60 from Burntwood Road which runs to Cannock, Burntwood and Lichfield.

[Order online on their website](#)

### Clive Mark

19 Park Place Shopping Centre, Park St, Walsall, WS1 1NP

## 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 the school office 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 the school office 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 Head Teacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Head Teacher.

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 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 bi-annually. At every review, it will be approved by the 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