



**St Cecilia's**  
CHURCH OF ENGLAND PRIMARY SCHOOL

*'Therefore encourage one another, and build each other up.'*

# Uniform Policy

Date:	September 2022
Review:	September 2024



**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

**Description:**

At St Cecilia's CofE Primary School it is our policy that all children wear school uniform when attending school, or when participating in a school-organised event outside normal school hours. A complete list of the items needed for school uniform is included in this policy, and is available to view on the school website. We believe that uniform help promote a sense of pride in the school and promotes our school's core values and high standards across the school. It helps engendering a sense of community and belonging towards the school and makes children feel equal to their peers in terms of appearance.

## 1. 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 Head of School who can answer questions about the policy and respond to any requests

## 2. 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 where possible for example, by only asking that the jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- 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

### **3. Expectations for school uniform**

#### **Our school's uniform**

##### **WINTER UNIFORM**

- Black trousers (generic)
- Black skirt (generic)
- Black pinafore dress (generic)
- Black socks/tights (generic)
- Plain white shirt (no polo shirts) (generic)
- School tie\* (elasticated/clip on ties available for EYFS/KS1) (branded & required)
- Black school shoes (no ballet pump style shoes) (generic)
- Jumper/cardigan with school logo\* (branded & required)
- Hair accessories should be royal blue or black: long hair tied back. No oversized hair accessories (generic)

##### **SUMMER UNIFORM**

- Black knee-length shorts (generic)
- Black ankle socks (generic)
- Summer dress (pale blue and white gingham dress) (generic)
- White ankle socks with summer dress (generic)
- Plain white shirt (no polo shirts) (generic)
- School tie\* (elasticated ties available for EYFS/KS1) (branded & required)
- Black school shoes (no ballet pump style shoes) (generic)
- Jumper/cardigan with school logo\* (branded & required)
- Hair accessories should be royal or black: long hair tied back. No oversized hair accessories (generic)

##### **PE KIT**

- Black shorts (generic)
- Royal blue round neck tee-shirt (generic)

- Black tracksuit trousers/leggings (generic)
- School jumper/cardigan\* (branded & required)
- Trainers (generic)
- Black ankle socks (generic)

#### **OTHER**

- School book bag\* (branded & required)
- PE bag (generic)

Summer uniform is typically worn from September to October half term and then again from the Easter holidays to the Summer holidays.

Winter uniform is typically worn from October half term until Easter holidays.

However, this is weather dependent and any changes will be communicated via the newsletter/email.

#### **JEWELLERY**

On health and safety grounds we do not allow children to wear jewellery in our school. The exceptions to this rule are small plain gold or silver studs in pierced ears, small discreet watches and small objects of religious significance. We ask the children either to remove these objects during PE and games, or cover them with 'micro pore' in line with our PE/Health and Safety policies, to prevent them from causing injury. Pupils should not wear earrings if they are attending swimming lessons.

#### **HAIR**

The school does encourage children to have sensible hair designs which do not distract other children from their learning. Hair accessories, such as hairbands, bows and clips, should be discreet and black or royal blue in colour. Large bows or coloured hair accessories are not permitted. Long hair (below shoulder length) should be tied up at all times.

Nails and makeup: We do not allow pupils to wear nail varnish or makeup in school.

## **4. Where to purchase**

Our branded uniform items can be purchased through our chosen online supplier, with whom you can set up your own account for orders:

Smart Impressions, <https://www.smartimpressions.group/contract/st-cecilia>

All items of non-branded uniform required are readily available from supermarkets or department stores. School ties are available online via Smart Impression.

## **5. Expectations for our school community**

### **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 Head of School if they want to request an amendment to the uniform policy in relation to their protected characteristics.

## **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 the Head of School 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.

## **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 Senior Leadership Team if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by a member of the Senior Leadership Team speaking with the parent/carer.

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.

## **Governors**

The local 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 local 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. Monitoring arrangements**

This policy will be reviewed every three years by the Senior Leadership Team, unless required sooner. At every review, it will be approved by Local Governing Body.

Links to other policies

This policy is linked to our:

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