

# St. Gregory's Catholic Primary School

## School Uniform Policy

We give thanks to God, work together and always try our best

### 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

### 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 Mrs Dunne, 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 where possible
- 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 additional uniform requirements for extra-curricular activities
- 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

| St. Gregory's Uniform   |   |   |
|---|---|---|
| <ul style="list-style-type: none"> <li>• St Gregory's navy blue sweatshirt or cardigan (school logo optional)</li> <li>• White polo shirt (school logo optional)</li> <li>• Grey skirt, trousers, shorts or pinafore</li> <li>• In the Summer Term there is also the option to wear a blue and white gingham dress</li> <li>• Grey or white socks or tights</li> <li>• St. Gregory's navy tank top - optional</li> <li>• St. Gregory's navy coat - optional</li> <li>• Black sensible school shoes – no trainers/trainer type shoes</li> <li>• Boots may be worn during inclement weather but should be changed when indoors</li> </ul> |   |   |
| PE kit  | <ul style="list-style-type: none"> <li>• St. Gregory's white t-shirt with school logo or plain white t-shirt (no logos)</li> <li>• Navy blue shorts</li> <li>• Plain navy blue jogging bottoms with no sports branding</li> <li>• Trainers</li> </ul> | Swimming kit <ul style="list-style-type: none"> <li>One piece swimsuit</li> <li>Swimming trunks – not Bermuda shorts</li> <li>Towel</li> <li>Swimming cap</li> <li>Swimming goggles optional</li> </ul> |

- Long hair should be tied up during PE

### **Jewellery and Hair**

Children may only wear a pair of small stud earrings and a watch: No hooped, dangly earrings, necklaces, rings or bracelets are allowed.

For Health and Safety reasons children may not participate in PE if wearing earrings. Please ensure that they can remove them themselves or do not wear them on day of PE or swimming. If they cannot be removed then they must be covered with plasters or tape.

The school does not allow extremes of hair fashion i.e. no marks/cuts allowed in eyebrows, no lines, cuts, patterns, shaved heads, or obvious dyeing of the hair. Hair should look natural. Hair must be kept tidy in the interests of safety (long hair tied back). Please check with school first if you are unsure.

## **4.2 Where to purchase it**

Emblematic is our uniform provider and order forms are available to download on our school website:

<https://www.st-gregorys.co.uk/parents/school-uniform-2/>

Alternatively uniform can be sourced at many other retailers.

## **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 Mrs Dunne 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 Mrs Dunne 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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Mrs Dunne.

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 Local Governing Committee 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 committee 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 annually by the senior leadership team. At every review, it will be approved by the local governing committee.

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|---------------------------------------|-----------|
| Approved by Local Governing Committee | July 2023 |
| Review                                | July 2024 |