

May 2024

Uniform policy



We Learn, Grow, Shine in the Light of Jesus

Statement of Intent

St Leonard's Catholic 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.

Our mission, vision and aims show that we hold high expectations of ourselves and each other. Our uniform policy is designed to convey these high expectations and enable all children to feel proud of their appearance and proud to be a part of St Leonard's.

- Uniform unites us as a community: we learn, grow and shine together.
- Uniform reduces distractions: we are focused on our learning.
- Uniform makes us all equal: we come to school looking the same way; no one has to feel awkward about the clothes they have or don't have.
- Uniform gives us all an identity to be part of and proud of.
- Uniforms are professional. Pupils look smart and ready to learn.

We recognise that school uniform represents a cost to families. The school will always aim to provide uniforms for families who require these through the donations of pre-loved uniforms we receive.

We must stress that branded clothing is NOT essential.

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'

2. Roles and Responsibilities

The governing body 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.

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 body.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Supporting 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.

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. 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 consider 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 does not expect children to wear any branded items of uniform.

We do ask that children wear uniform items in school colours, which can be bought anywhere the families choose. 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.

Branded uniform items bearing the school badge (*) are optional and available to order through our uniform supplier, ‘The School Outfit’ at www.theschooloutfit.com, and orders can be made via their website, email or at their shop ‘Little Gems’ in Sunderland.

<p>General uniform:</p> <ul style="list-style-type: none"> • Navy blue sweatshirt, cardigan or pullover* • Sky blue polo shirt (with optional navy trim)* • Grey trousers, skirt or pinafore • School navy jacket/coat and fleece* - optional. 	<p>Summer uniform:</p> <ul style="list-style-type: none"> • Blue and white checked gingham dress • Grey shorts.
<p>PE kit:</p> <ul style="list-style-type: none"> • Navy shorts • A white or navy t-shirt* • Indoor black gym shoes • Outdoor trainers • Outdoor PE kit (hoodie and jogging pants) – optional and no visible logos. 	
<p>Guidance on shoes or trainers:</p> <ul style="list-style-type: none"> • Please wear smart, safe and sensible black shoes • Plain black trainers without stripes are allowed • In colder weather, plain black ankle boots may be worn • We do not permit shoes that have patterns/logos 	
<p>Accessories:</p> <ul style="list-style-type: none"> • School book bag* • School PE bag* 	

4. Equality Principles

All children have equal access to wearing school uniform regardless of their culture, race, religion, gender, disability or ability. We ensure that the set uniform respects other policies and allows for individual sets of circumstances of all groups and individuals.

St. Leonard's Primary school is committed to creating a positive climate that will enable everyone to work free from racial intimidation and harassment and to achieve their full potential.

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 section 3.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice are sought specifically from pupils, and parents of pupils, who have additional needs, religious or cultural requirements or gender requirements. The school implements a gender-neutral uniform.

5. Outdoor Play and Learning

Our pupils have access to outdoor spaces throughout the school year and, unless weather conditions are extreme, will be able to go out and play IF they have suitable clothing and footwear.

At different times of year, your child may need:

- Waterproof coat
- Hat / gloves / cap
- Sun cream
- Wellingtons

6. Accessories, Hair and Make Up

For health and safety reasons we do not allow children to wear jewellery at all.

Wrist watches may be worn but only for the purpose of telling the time. 'Smart' watches linked to mobile phones or with games on are **not** permitted, e.g. Apple/Vtech. Watches must be removed prior to PE lessons.

Hair bands, ribbons/bows or 'scrunchies' should be plain. Hair bands should not have large flowers/cat ears attached.

Make up and nail varnish must **not** be worn to school. False nails must not be worn.

Extreme hairstyles are not appropriate for school. The use of styling products should be kept to a minimum and children should not have decorative patterns or 'tram lines' cut into their hair or have their hair coloured or dyed. For health and safety reasons and to ensure it does not distract from learning, long hair should be tied back.

Pupils are not allowed to wear hats, headscarves, or any other head covering inside the school building unless it is due to religious or cultural reasons.

7. Non-Compliance with Uniform Policy

Parents and carers of pupils that do not wear their uniform correctly will be contacted and asked to bring in the missing uniform. If this is not possible then pupils will be provided with the uniform they are missing for that day. The parent or carer will then be asked to discuss the issue at the end of the day. There may be good reasons why a child is not wearing school uniform. In this case, parents and carers should share the reasons with the Head Teacher/Deputy Head Teacher either in person or by letter.

The school will always be considerate and discrete in trying to establish why a pupil is not wearing the correct uniform. Pupils will not be made to feel uncomfortable, nor discriminated against, because their parents are unable to provide them with the required items of school uniform. We encourage discussion with the school at the earliest opportunity if there are any difficulties.

There will be occasions when the school decides that school uniform is not appropriate e.g. when taking part in a physical activity day or wearing different clothes as a part of a fund-raising event. Parents and carers will be notified in advance of what is the revised dress code on these days.

Pupils who wear make-up/nail varnish or jewellery will be required to remove these. Items of jewellery will be confiscated by the teacher and will need to be collected by the parent at the end of the day. Staff will not remove earrings for pupils – parents will be telephoned to come to school and remove earrings before children can take part in continuous provision in EYFS, play times and any active lessons.

8. Lost Property

Naming Clothing and Property is VERY IMPORTANT – Please ensure all clothing and property is clearly marked so that lost articles may be easily traced and returned. The school cannot accept responsibility for loss or damage of pupils' property and valuables. All mislaid items are sent to the school office. Please ask the school office if you wish to look through the lost property collected.

We endeavour to return all named property.

9. Complaints and Challenges

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

To make a complaint, parents should refer to the Complaints Procedures 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.

10. Monitoring and Review

This policy is reviewed every two years by the chair of governors and the headteacher. The scheduled review date for this policy is May 2026.