

ST BENEDICT'S PRIMARY SCHOOL

School Uniform Policy



Rights Respecting School:

Article 3

"The best interests of the child must be a top priority in all our actions."

Last reviewed on:	6 th September 2022
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Next review due by:	30 th June 2023
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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, if appropriate
- › Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Headteacher, who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

- › Whilst we have branded items through our website, we are happy for children to wear generic items such as a red sweatshirt or cardigan freely available from most supermarkets. We ask that the colour matches our branded uniform
- › We do not specify types of trousers or shirts and these may also be purchased from any source
- › We do not specify types of footwear, but ask that any shoes worn allow for your child's safe participation in playground and school
- › We will review our supplier of branded items on a termly basis to ensure they are the most cost effective company for our families.

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 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 items with distinctive characteristics to sweatshirts and cardigans only.
- › Considering cheaper alternatives to school-branded items, such as the generic items mentioned above
- › 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. These include fleeces and bags
- › Avoiding different uniform requirements for different year groups
- › Avoiding different uniform requirements for extra-curricular activities
- › 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

Children at St Benedict's Primary School wear a red uniform (sweat shirt or cardigan), with grey trousers or a skirt. A red check dress may be worn if the weather is appropriate.

If parents have chosen for their child to wear a hijab, these should be either red or white with no embellishments. (Please note, 'scarf' head coverings should not be worn for health and safety reasons.

For PE, children wear black jogging trousers or shorts with a red t shirt. Children will also need pumps or trainers, dependent on the season and which scheme of work is being taught. If you wish for your child to cover their head for PE, they will need to wear a specific sports hijab which is very close fitting to the head. Everyday hijab cannot be worn for safety reasons.

- › Whilst we have branded sweatshirts, tee shirts and cardigans available, parents may opt to source plain generic items in red from other outlets.
- › We have trousers, skirts, hijab and PE kit available from our suppliers, but parents may source these from elsewhere should they so wish.
- › There are optional items available from our supplier, such as fleeces and bags, but these are optional.
- › Stud earrings only are allowed to be worn, but these MUST be removed for PE. If a child is unable to remove them themselves, parents will be telephoned to attend the school to do so. Staff are NOT allowed to remove earrings worn by children
- › Bags with the school logo are available for purchase through the school website, but this is not compulsory.
- › We do not specify type of footwear to be worn, but items must be suitable for an active school life and be safe for work and play

Parents may opt for socks, tights or leggings to be worn under a child's uniform. These should be white, grey or black

4.2 Where to purchase it

- › Uniform is available from www.brigade.uk.com. We have carefully sourced the cheapest provider (whilst ensuring quality). We will review our supplier on a termly basis to ensure value for money
- › Generic items that are not branded are available from any local supermarkets. Please maintain the school colours
- › Sports hijab are available from either local shops or may be purchased online

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 Headteacher 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 Headteacher 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 Senior Staff.

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. Links to other policies

This policy is linked to our:

- › Behaviour policy
- › Equality information and objectives statement
- › Anti-bullying policy
- › Complaints policy
- › Rights Respecting School Award