# St. John the Baptist R.C. Primary School

# SCHOOL UNIFORM POLICY

**OUR MISSION STATEMENT**

## 'Love One Another'

*St John the Baptist RC Primary School is a place of learning in which each individual is encouraged to fulfil their own unique potential. We try always to remember that everyone is special and should be treated with respect. Our Catholic faith touches every part of our school life and we try to be a community which has Jesus at the heart of all we do.*

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| **Approved by: pending approval NOV 22** | **Date:** |
| **Last reviewed on:** | 17th September 2022 |
| **Next review due by:** | September 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:

- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair which must be tied back (see 4.1 for details)
- Not specify hair styles based on gender (see 4.1 for details)
- 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 a member of the senior leadership team, who can answer questions about the policy and respond to any requests

## 3. Limiting the cost of school uniform

Every effort has been taken to ensure that our school uniform is affordable and branded items are kept to a minimum. We only insist on the school jumper or sweatshirt being branded and on entry to school children are gifted a school bookbag and water bottle. The bookbag will be used throughout the whole time at St John's.
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. We only ask for the children to wear a sweatshirt or cardigan with the school logo.
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as the school bookbag. This is given to the children in reception and should last their whole time at St John's.
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- Avoiding different uniform requirements for different year groups
- Avoiding different uniform requirements for extra-curricular activities. School kit is provided for pupils on occasions where they are invited to represent St John's.
- Considering alternative methods for signalling 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
- Providing Whittaker's school uniform vouchers annually to children in receipt of free school meals

## 4. Expectations for school uniform

School uniform is compulsory and must be worn by all pupils at all times in school. All children are admitted to the school on the clear understanding that parents or carers accept and comply with the rules concerning uniform requirements.
Our school uniform is worn with pride and shows that we belong to St John's. It means that the children are dressed appropriately for all lessons, and it unites us as a school family.
We request that parents label every item of clothing clearly to assist us in reuniting lost items with the correct owner and avoid upsetting children and parents.

### 4.1 Our school's uniform

**BOYS UNIFORM**
Grey trousers or tailored shorts
Plain dark grey socks (*white and coloured socks are not permitted*)
Navy blue sweatshirt with school logo
Sky blue polo shirt (*school logo optional*)

**GIRLS UNIFORM**
Grey skirt, pinafore or trousers (*shorts or leggings are not permitted*)
White or grey socks / Grey tights
Navy blue sweatshirt with school logo
Sky blue polo shirt (*school logo optional*)

**Girls Summer Uniform**
During the summer term, girls can wear a pale blue checked dress. (*Please note that culottes and shorts for the girls are not permitted.)*

**SCHOOL SHOES**
The children must wear a sturdy, black leather type shoe.
Trainers, slip on shoes, wedges, heels, boots, canvas and suede shoes are not permitted.
We request that children only wear shoes with laces when they are able to tie their own laces. Velcro is more appropriate for our younger children.
The children must always have a pair of indoor pumps in school and if their school shoes do not comply with our school rules, they will be asked to wear their pumps around school.
Alternative footwear may be worn in extreme bad weather to travel to school, but they must change into their school shoes upon arrival.

**PE KIT Boys and Girls**
Plain Black Shorts (*no logos permitted*)
Plain White T-shirt (*school logo optional*)
Black Pumps
Trainers for outdoor PE - Y3-Y6 only
PE kit should be kept in school in a named PE bag.
*(Tights are not appropriate for PE so please ensure your child has socks in school if they like to wear tights.)*
Children can bring a plain hoodie and tracksuit bottoms during the winter months for outdoor PE. This is optional.

**Swimming Lessons Year 4 only**
One-piece swimming costume or swimming shorts.
A towel
Children with long hair must wear a swimming cap.
Children will need a coat as we walk to the swimming baths. This must be appropriate for the weather conditions.

**HAIR COLOUR AND STYLE**
Hair must be one natural colour for both boys and girls. We consider dyed hair to be

inappropriate for school children. Wedge, basin, skinhead or any other extreme haircut as defined by the Headteacher are not allowed.
Hair must be no shorter than a “number 3” cut and should not have any shaved sections. Tramlines are not permitted. For safety reasons braids with beads and hair extensions are not allowed. Long hair must be tied back off the face and hair accessories should be simple, plain and subdued, e.g. plain dark colours.
Nail varnish is not allowed.

**BAGS**
Children need a school bookbag for their reading book, homework and letters. These are available from the school office. They do not need a rucksack or large bag for school as these are too large to store in the classroom. They also do not need any stationery.

**WATER BOTTLES**
We strongly advise children to bring a water bottle to school as staying hydrated is important to our health. Water bottles are available from the office but children are allowed to bring their own. Only plain water is allowed in class during lessons.

**COATS**
Children will need a coat for school that is appropriate for the weather and outdoor activities, such as playtime. We do not specify a specific colour or style but we ask that the coat is appropriate for its need.

**JEWELLERY**
Jewellery cannot be worn in school with the exception of a watch. They will have to remove the watch during PE lessons. (*Please note smart watches are not permitted)*
Earrings are not permitted in school. We request that children only have their ears pierce at the start of the summer holidays to allow healing time. If your child does have them pierced in school time, they must cover them with plasters until they are healed.

**MOBILE DEVICES**
Mobile phones, smart watches and Fitbits with messaging capabilities are not permitted in school. If children need a phone when they are walking to and from school, they must turn it off when they enter school and hand it to their teacher during registration. This will be returned to them at the end of the day.

**4.2 Where to purchase school uniform**

- Non branded uniform can be purchased from any shop.
- Branded uniform can be purchased from the suppliers listed below.
- Bookbags and water bottles can be purchased from the school office.
- Whittaker’s school uniform vouchers are distributed annually to children in receipt of free school meals.

**UNIFORM SUPPLIERS**
- Whittaker’s Schoolwear. Whittakers has an outlet in Pendle Village which is located directly off Junction 12 of the M65
- Ali's Schoolwear, Padiham

**SECOND-HAND PRELOVED UNIFORM**
Donations of second-hand uniform can be handed to the office. If you are struggling with

the cost of uniform, please contact the office and we will gift you any second-hand uniform we have that is suitable for your child. Please note we will only have the donations and may not have the sizes required for your child. In extreme cases of hardship the school may access other agencies and grants to provide practical assistance and support.

Burnley Together community hub launched an initiative aimed at helping families get free school uniforms ahead of the start of each new academic year.
The hub will be open in Chancery Walk in Charter Walk Shopping Centre from Monday to Friday during August.

## 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 the headteacher.
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 body 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 governing body 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 3 years by the senior leadership team (earlier if an amendment becomes apparent). At every review, it will be approved by the governing body.

## 7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equalities Information and objective policy
- Complaints policy