



# School Uniform Policy

SCHOOL UNIFORM POLICY 2023

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## Statement of Intent

St Cuthbert's CofE Junior School is committed to promoting equality and value for money and to ensuring that no child is discriminated against due to their religion or belief, economic circumstances or social and cultural background. This policy contains provisions to meet these objectives and has been created with health and safety, value for money and practicality at its heart.

Additionally, it is important that our pupils feel a sense of belonging to our school. We believe that wearing a smart and practical uniform allows all children, regardless of their backgrounds, to feel equal to their peers and confident in their appearance.

## Links to other policies

We also believe it is important for children to wear clothing that is conducive to a successful learning environment, including activity-appropriate clothing, such as sports clothing.

This policy operates in conjunction with the following school policies and documents:

Equality Statement  
Equal Opportunity Policy  
Health and Safety Policy  
Behaviour Policy  
Complaints Policy

## 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
- The school endeavors to ensure that our uniform is as gender neutral and inclusive as possible. We do not insist that children of any sex must wear specific items of clothing.
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the head teacher who can answer questions about the policy and respond to any requests

## Roles and Responsibilities

### **The Governing Board is responsible for:**

- In consultation with the Head Teacher and school community, establishing a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that equal opportunities are considered regarding the school's uniform and that no person is discriminated against.
- Listening to the opinions and wishes of parents/carers, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.

### **The Head Teacher is responsible for:**

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that school staff understand this policy and know what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community regarding the school's uniform and making appropriate recommendations to the Governing Board.
- Providing pupils with exemptions as appropriate e.g. for a pupil who has a broken arm and requires a loose-fitting top.

### **Teaching and support staff are responsible for:**

- Ensuring that pupils dress in accordance with this policy at all times.
- Taking appropriate action when pupils are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important e.g. to establish school identity.

### **Parents/carers are responsible for:**

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the Head Teacher 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.
- Parents are expected to the head teacher if they want to request an amendment to the uniform policy in relation to:
  - Their child's protected characteristics
  - The cost of the uniform

### **Pupils are responsible for:**

- Wearing the correct uniform at all times, unless the Head Teacher has granted an exemption.
- Looking after their uniform as appropriate.
- Respecting why a school uniform is important to the school e.g. to develop a sense of belonging.
- Pupils are expected to contact the head teacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

## Cost and Availability

In accordance with the School Admissions Code, St Cuthbert's CofE Junior School ensures that the School Uniform Policy does not discourage parents/carers from applying for a place for their child.

Our school also has a duty to make sure that the uniform we require is affordable and 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 through asking that the school sweatshirt is the only part of the uniform which needs to have the school logo on. This will give parents more choice to purchase plain polo shirts at a more reasonable price.
- 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
- 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

## Religious Clothing / Ceremonial Wear

Some religions and beliefs require their members to conform to a specific dress code. The school does not discriminate against any religion or belief; however, the school weighs the needs and rights of individual pupils against the health and safety concerns of the entire school community.

St Cuthbert's CofE Junior School endeavours to allow religious requirements to be met, wherever possible. Governors have adopted a policy for the wearing of Ceremonial Wear. Please make an appointment with the Head / Deputy to discuss the policy and to make any requests for Ceremonial wear to be worn in school.

Parents'/carers' concerns and requests regarding religious clothing are dealt with on a case-by case basis by the Head Teacher and Governing Board. This is always conducted in accordance with the school's Complaints Policy.

## Equality

The school is required to ensure that this policy does not discriminate unlawfully. Every step has been taken to ensure that the cost of similar uniform items, for example, trousers versus skirts, are not disproportionate.

## Complaints and Challenges

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

To make a complaint, parents/carers should refer to the Complaints Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents/carers 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.

## School Uniform Supplier

Our school uniform suppliers are:

- South West Schoolwear at their shop in Broad Street, Wells or via their website [www.swschoolwear.co.uk](http://www.swschoolwear.co.uk) or alternatively via My Clothing (use to be Tesco Direct)
- <https://myclothing.com/st-cuthberts-cofe-junior-school/11075.school>

## Non-Compliance

On rare occasions, for example, if slogans on clothing are offensive, the Head Teacher and/or Deputy Head Teacher are permitted to ask a pupil to take off the clothing, such as a sweatshirt /jumper. In the event that they cannot take the clothing off, parents/carers will be contacted and they will be asked to bring in more suitable uniform/clothing.

On other occasions, for example, if a child is wearing inappropriate footwear, teaching and/or support staff will inform parents/carers by telephone or in-person.

Individual family circumstances will be considered in the event that a child is not wearing the correct uniform.

Sanctions for breaches of this policy are a last resort: the school endeavours to work with families to resolve breaches of this policy in a timely manner.

## Our Uniform

The school endeavours to ensure that our uniform is as gender neutral as possible. The uniform is as follows:

- Navy sweatshirt or navy cardigan (with or without the school logo)
- White polo shirt
- Grey or black trousers
- Grey or black skirt (in summer, a blue and white summer dress may be worn)
- Black, sensible shoes (not trainers)
- Grey, black or white socks
- Grey or black tights

Trainers, open-toed sandals and large, thick boots are not considered suitable footwear for school.

High heels are not permitted: sensible, plain black shoes must be worn by both boys and girls.

Black jeans and leggings are not permitted in day-to-day uniform.

All items of clothing and footwear must be labelled with the pupil's name.

## PE Kit

Children are asked to come into school on the day of their PE lesson wearing their PE kit. They can wear it for the full school day.

Parents/carers are responsible for ensuring their child is dressed appropriately for PE.

The PE kit is as follows:

Plain T-shirt (with or without the school logo) which matches the colour of their house  
Black or Navy tracksuit/jogging bottoms or leggings  
Black or Navy shorts  
Plain, suitable trainers

## Jewellery

The only permitted jewellery that may be worn is:

- One pair of stud earrings (no other piercings are permitted)
- A sensible wristwatch (not a smartwatch)
- Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded.
- All jewellery must be removed during practical lessons, for example, PE lessons / swimming lessons.
- If children cannot remove their own earrings, then this should be done at home on the day of PE.

## School Bag

- Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It should hold children's books and reading diaries comfortably without causing any damage. Large bags / large rucksacks are discouraged for day-to-day lessons due to space on children's pegs.
- School bags featuring inappropriate images, slogans or phrases are not permitted.
- The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

## Water Bottle

- All children should bring a water bottle into school every day: this can be refilled by children whenever necessary during the day.
- Water bottles must be labelled with the pupil's name.

## Hair Styles

- Hairstyles should be smart and moderate in style. Brightly coloured hair is not permitted.
- Pupils with what could be deemed extreme hairstyles may be exempt from the rule above on racial or religious grounds. The Head Teacher will take each individual pupil's scenario into consideration.
- Long hair should be tied up. This is to avoid health and safety risks and ensure that children's vision is not impeded.
- Hair extensions are not permitted.
- At the Head Teacher's discretion, there may be exceptions to the above in extreme circumstances e.g. a pupil may be permitted to cover their hair if they have hair loss / illness etc.

## Make-Up

- False nails and nail extensions are not permitted.
- Only clear nail varnish may be worn.
- Children are not allowed to wear make-up.
- Pupils wearing make-up are required to remove it or, if appropriate, will be sent home to remove it.
- At the Head Teacher's discretion, there may be exceptions to the above in extreme circumstances e.g. a pupil may be permitted to cover heavy scarring/skin damage.

## Labelling

- School staff encourage good organisation of clothing and footwear, for example, designated spaces for children to keep belongings in and checking of labels. However, all pupils' clothing and footwear must be clearly labelled with their name.
- Clothing and footwear are the responsibility of the pupil and not the school.
- If a child goes home in another child's clothing by accident, for example, their jumper, parents/carers should send the clothing not belonging to them back into school to their child's class teacher.
- Any lost clothing is to be taken to the lost property box. All lost property is retained for a term and is disposed of if it is not collected within this time.