

# St Hugh's Catholic Primary School

## School Uniform Policy

### Mission Statement

St Hugh's School provides a welcoming, safe and secure environment for all.

Our school aims to be a community which reflects real gospel values of love and forgiveness. A community in which each individual, child or adult, can work in an atmosphere of mutual respect and understanding; so as to broaden their appreciation of the world, its cultures and its people.

**Every day ... Growing in God's Love**

### 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, although this must 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 the school office, 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
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- 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 extra-curricular activities
- Considering alternative methods for signaling 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

#### 4. Expectations for school uniform

##### 4.1 Our school's uniform

We expect parents to purchase the following items:

- **Branded** Burgundy cardigan or sweatshirt with St Hugh's logo
  - Dark Grey skirt or trousers (**non-branded**)
  - Yellow polo shirts (**non-branded**)
  - Black shoes, (**non-branded**) no trainers or open toed sandals
  - Red gingham dress or grey shorts may be worn (summer only, non-branded)
  - School coat
  - Pumps / trainers for PE
  - T-shirt and shorts for PE will be provided for by the school
- Hair** - Long needs to be tied back at all times.  
**Earrings** - only stud earrings are allowed

##### 4.2 Where to purchase it

- Uniform is available from:
  - Branded - Laser Schoolwear, 92/100 London Road, Liverpool, L3 5NL. 0151 709 0701
  - Asda, Tesco, Marks and Spencer or Morrisons
- There may be second-hand items available
- We have received funding from the Mayoral fund to purchase new uniform and this is given to families in need

#### 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
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

##### 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 school office 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 Head of School / Executive Headteacher if the situation doesn't improve.

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 governing body will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money

#### 6. Monitoring arrangements

This policy will be reviewed every 5 years by the governing body. At every review, it will be approved by the full governing board

<b>Approved by:</b>	[Name]	<b>Date:</b> [Date]
<b>Last reviewed on:</b>	[Date]	
<b>Next review due by:</b>	[Date]	