Holy Name RC Primary School Uniform Policy



HOLY NAME RC PRIMARY SCHOOL

# MISSION STATEMENT

The Holy Name Primary School is a voluntary aided, inclusive, Roman Catholic School serving the children of Our Lady’s and St Alphonsus and neighbouring parishes.

The school exists to help the Catholic Community fulfill the promise made to each child when welcomed in Baptism by the promotion of Catholic values in school. This is undertaken in partnership within the home and parish.

Recognising the variety of children’s backgrounds, the Governors and staff seek to be sensitive to and cater for their individual needs. We work to create a safe and secure environment with consistency, tolerance and generosity of time for all members of our school community.

We emphasise the positive aspects of all parts of school life, teaching the children about their value and worth and at the same time having high expectations in relation to academic and personal development.

# 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

# Our school’s legal duties under the Equality Act 2010

The [Equality Act 2010](https://www.legislation.gov.uk/ukpga/2010/15/contents) 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  Allow for adaptations to our policy on the grounds of equality by asking

pupils or their parents contact the school with questions about the policy and

respond to any requests

# 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](https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms) 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 Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties

 Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn’t compromise quality and durability

 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 groups

 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

# Expectations for school uniform

* 1. **Our school’s uniform**

White polo shirt

Grey or black school trousers/skirt/pinafore Grey or black tights

White socks

Navy Blue sweatshirt/cardigan – these can be purchased branded directly from the school or unbranded from any uniform supplier/supermarket

Black shoes or plain black trainers

Book bag – can be purchased branded directly from the school or unbranded if preferred

# PE Kit

Plain white t-shirt

Navy blue/black shorts

Navy blue/black jogging bottoms or leggings Plain black Pumps or trainers

Year 4 children take part in swimming lessons – the kit requirement for this is dictated by the school swimming programme and is sent out to children at the beginning of the academic year

Children may wear small stud earrings

Children in Key Stage 2 may wear a watch, no smart watches are permitted in school

# Where to purchase it

Branded uniform can be purchased via ParentPay however parents are free to purchase unbranded uniform from other suppliers.

We carry a large amount of excellent quality, pre-loved uniform, both branded and unbranded and we actively encourage parents to donate and take pre- loved uniform free of charge. This is available through the Friends of Holy Name (FOHN)

# Expectations for our school community

* 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 school if they want to request an amendment to the uniform policy in relation to their protected characteristics.

# 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 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 dealt with in accordance with our school’s complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

# 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 teacher 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.

# 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.