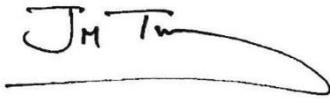




Holy Redeemer Catholic Primary School

UNIFORM POLICY

Version	1
Date approved	2 nd September
Policy review date	1 st September 2023
Chair Signature	

Contents

1. Rationale
 2. Our school's legal duties under the Equality Act 2010)
 3. Limiting the cost of school uniform
 4. School uniform providers
 5. Expectations for our school community
 6. Monitoring arrangements
 7. Agreement and communications
 8. School uniform expectations and guidance's
 9. Additional guidance
 10. Uniform standards
 11. Linked policies
-

1. Rationale

Holy Redeemer Catholic Primary School holds high expectations and standards for all pupils. We encourage an environment where children take a responsible attitude to school life, preparing our young people for secondary school and the world of work.

As a school, we have a long-standing reputation in the local community for being an establishment that is well respected for our standards. It is a requirement therefore that all of our pupils wear their uniform as set out within this policy and in turn are encouraged to wear it with pride marking their distinct identity as part of the Holy Redeemer Catholic Primary School community.

The wearing of a uniform removes opportunities for peer pressure and bullying. All Pupils are dressed to the same standard, which helps to avoid conflict and is more manageable both for the pupil and their parents in the long run.

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.
- Make sure that our uniform costs the same for all pupils.
- Allow all pupils to have long hair (though we ask for this to be tied back).
- Allow all pupils to style their hair in a way that is appropriate for school yet makes them feel comfortable
- 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/parent(s)/care(s) to contact Mrs Hall (headteacher), who can answer questions about the policy and respond to any requests.

3. Limiting the cost of school uniform

Holy Redeemer Catholic Primary 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 therefore make sure that our uniform:

- Is available at a reasonable cost.
- Provides the best value for money for parents/carers.

We will do this by:

- Providing a free set of new uniform each year to children eligible for the Pupil Premium funding.
- Limiting any items with distinctive characteristics where for example, by only asking that the the jumper & PE top, features the school logo, and even for these items it is made clear that non-logo equivalents (from supermarkets) are also acceptable.
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties.
- 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 leveller.
- Avoiding different uniform requirements for different key stages.
- Avoiding different uniform requirements for extra-curricular activities.
- Making sure that arrangements are in place for parents to acquire second-hand uniform items through our 'pre-loved' uniform shop at a low cost (50p-£2 per item), or for free as part of a uniform exchange.
- 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.

3. School Uniform Providers

Slant Riggs and School Trends are our school uniform providers. Details and contacts for both providers can be found below as well as direct links to their websites are available on our school website.

Slant Riggs Ltd:

Unit 4 Beechtree Park, Waterloo Industrial, Bidford on Avon, Warwickshire. B50 4JF

Tel: 01789 491110

Email: admin@slantriggs.com

NB items purchased from this provider need to be ordered via school.

School Trends:

9 Holbrook Enterprise Park, Enterprise Way, Sheffield, S20 3GL

Website: <https://www.schooltrends.co.uk/pages/home>

4. Expectations for our school community

Pupils - are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- a. On the school premises
- b. Travelling to and from school
- c. At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Parents and carers - are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- d. Clean
- e. Clearly labelled with the child's name
- f. In good condition

Parent(s)/carer(s) are also expected to contact Mrs Hall, our headteacher, if they want to request an amendment to the uniform policy in relation to:

- g. Their child's protected characteristics
- h. The cost of the uniform

Parent(s)/carer(s) 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:

- i. Resolved locally
- j. Dealt with in accordance with our school's complaints policy
- k. The school will work closely with parent(s)/carer(s) to arrive at a mutually acceptable outcome.

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.

All class teachers will check that pupils' uniform is correct at the start of the day and then staff will continue to monitor that standards are being maintained as the day progresses. Pupils can expect to be asked to tuck their shirt in, or take jumpers/cardigans from round their waists, do up their top button/tie, if they are not wearing their uniform correctly. Any member of staff (teaching or non-teaching) is asked to reinforce the expected standards of uniform whilst a pupil is representing Holy Redeemer Catholic Primary School.

The following are considered more serious challenges of the uniform policy:

- l. Extreme haircuts (full or partial shave; lines, unnatural colour)
- m. Incorrect footwear (usually to wearing of trainers)
- n. Piercings (only a single 4mm plain stud in each ear lobe is allowed)
- o. Refusal to cooperate when directed to rectify a uniform issue by a member of staff

The Headteacher, acting on behalf of the Local Governing Body, will have the final say on any ongoing uniform discrepancies and pupils not conforming to the required uniform expectations.. In cases where it is suspected that financial hardship has resulted in a pupil/family not being able to comply with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

The Local Governing Body - will review this policy and make sure that it:

- p. Is appropriate for our school's context and is implemented fairly across the school.
- q. Considers the views of parents and pupils.
- r. Offers a uniform that is appropriate, practical, and safe for all pupils.

The Local 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.

5. Monitoring arrangements

This policy will be reviewed every two years by the Headteacher. At every review, it will be approved by the Local Governing Body.

6. Agreement and Communications

Each and every Holy Redeemer Catholic Primary School pupil is an ambassador for themselves, their families, and our community when they are in school and out in the public eye. Therefore, all pupils have a responsibility to present themselves in line with the direction and expectations outlined within this Policy.

We ask for and expect the full support of parent(s)/carer(s) in maintaining a high standard of dress and presentation from all pupils. From time to time, certain items of uniform might get misplaced or need replacing. If this is the case, we request that communication is made with the school office immediately to inform us and that an acceptable timescale is set for when the item will be replaced.

The primary aim will always be to rectify any identified issues as soon as possible. Therefore, staff and parent(s)/carer(s) will work together to support the pupil to solve any issues within an acceptable time frame.

We hold in school a stock of regularly laundered items of spare uniform that can be lent to pupils when needed..

Pupils will be informed about uniform expectations through assemblies. Expectations will then be reinforced via the pupil organiser and all classroom teachers. Parent(s)/carer(s) will be informed of the uniform expectations at the New Intake transition events, Meet the Teacher meetings & letters and via the school website.

7. School Uniform Expectations and Guidance

Insert uniform list here

Dark grey skirt/trousers/shorts/pinafore (winter)

White, black or grey socks/tights with skirt/pinafore

Black or grey ankle socks with trousers/shorts

White shirt

School tie*

School jumper* } Optional depending on personal preference. Logo'd version available but not
School cardigan* } compulsory

Red gingham dress (can be worn in the summer)

Black shoes

Book bag*

Hair should be tied up at all times if longer than shoulder length and no gel or hair products used.

Only stud earrings and then only one set

(Our Eco Council run a pre-loved uniform store/exchange, where uniform items can be either bought (prices between 50p and £2) or where old uniform that has been grown out of, can be exchanged for bigger sizes,

8. Additional Guidance

Haircuts/Styles

As a school we promote traditional uniform and therefore traditional hair styles. Extremes of any style are not permitted; therefore, hair colourings should only be **natural**. **Lines or patterns** cut into hair are **not permitted** (this includes eyebrows). **Full or partially shaved hair is not appropriate for school (therefore bald/skin fades are not permitted)**.

Jewellery

No other jewellery (to include bracelets, chains, rings, and necklaces) is allowed.

Make up and nails

Make-up and nail varnish must not be worn to school. Tattoos (permanent or semi-permanent) are not permitted.

Shoes

Formal plain black low-heeled shoes only.



Fashion shoes; boots; trainers; plimsolls; heeled shoes or sandals are **NOT** permitted and will be challenged and required to be changed.

Heavy boots; trainers; canvas pumps/plimsolls or sport brands are **NOT** permitted. Certain sports brands are advertising some footwear in their ranges as school shoes, but do not meet our standards for formal smart shoes. Kickers Tovni black leather lace up shoe/trainer; Lacoste Chayman or Lerond shoe/trainers; Nike air force 1 and Converse all-star are all examples of footwear that are not acceptable for school.

Miscellaneous

White/black or grey knee length, or ankle socks should be worn with school skirts/summer dresses, or plain white, grey or black wool, or opaque **tights**.

Black or grey socks should be worn under school trousers, or with school shorts.

PE Kit

A full kit with the School logo on it (PE top, shorts and bag) can be bought from either of our uniform providers, or from our 'pre-loved' uniform shop/exchange, however any plain white t-shirt, red sports shorts and drawstring bag are equally acceptable. Trainers, rather than pumps are recommended for PE as they provide a better fit and are more secure on the feet

