



HRB School Uniform Policy

Head Teacher: Marie Dyche

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Holy Rosary Catholic Voluntary Academy

“Building Loving Hearts and Strong Minds in Union with God and Each Other”

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 families.
- 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 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 (although we ask for this to be tied back)
- Allow all pupils to style their hair in the way that is appropriate for school (no dye or shaved patterns) yet makes them feel most comfortable
- 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
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Headteacher, who can answer 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 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 for example, by only asking that PE T-shirts and book bags (optional item) carry the school logo
- 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 bags and trainers
- 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 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

Expectations for school uniform – PE – Jewellery – Equipment

School Dress Code

High standards of presentation are considered to be very important. School uniform is practical, allows for ease of recognition, avoids discrimination and adds to pupils' sense of belonging and self-respect.

The school colours are blue and grey. Please contact the school office for a list of suppliers.

Uniform

- Blue polo shirt (with or without school logo)
- Blue crew necked sweatshirt (with or without school logo) or blue cardigan (with or without school logo)
- Grey trousers, skirt, pinafore or tailored trousers
- Blue and white check patterned dress/culottes (Summer)
- Grey or white socks or tights
- Grey shorts (Summer)
- Black, plain sensible school shoes/boots with straps or laces. No trainers.
- Blue, grey or white plain hair accessories (no large bows)

Sensible and smart hairstyles are expected and pupils with long hair must have it tied back.

School Dress Code for PE/Games

The following kit will be required for PE. Please contact the school office for a list of suppliers.

- Black shorts, jogging bottoms, sport leggings
- Black pumps or trainers
- Black short sleeved crew-necked T-shirt (with or without logo)

Children will be told about an appropriate swimming kit before lessons are arranged.

Jewellery

Children are allowed to wear a small religious necklace.

Watches may be worn at parents' own risk but must be removed for all sporting activities.

Only small stud-type earrings may be worn. The school will not accept responsibility where such items become damaged or cause personal injury. We would expect children to be able to remove their own earrings, or in cases where earrings cannot be removed i.e newly pierced ears, pupils must be able to tape their earrings using their own medical tape. For hygiene reasons, staff are unable to tape up earrings.

Earrings that are not small studs, are not considered to be an acceptable part of the school uniform. This, therefore, could lead to children missing out on opportunities and experiences such as, but not limited to, PE sessions, break time, Commando Joes or any other activities staff deem to be a risk.

Equipment

We would like you to bring:-

- A small school bag/rucksack
- Stationery in a pencil case (KS2), including a pencil, rubber, sharpener, ruler
- A suitable refillable water bottle

Coats can be any colour or style as long as they provide adequate protection from the elements. Even during Summertime, children should bring a raincoat to school, just in case!

Expectations for our school community

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)

Families are also expected to contact the headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics or other needs eg. SEN.

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 and the correct size for the child

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 Trust'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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the headteacher or a member of the school's Senior Leadership Team.

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. Please refer to the St Ralph Sherwin Education Support Fund for any support. Families may be able to request assistance with the cost of uniform under the following circumstances:

- Their household income is less than £25,000 per year
- Their parents are currently claiming other means-tested benefits, including Income Support, Working Tax Credit/Child Tax Credit/Income-Based Employment and Support
- Allowance/Universal Credit, provided the student is not entitled to Free School Meals
- At the sole discretion of the Headteacher – any student who does not fall under the categories above but considers themselves to be in a state of financial hardship
- Further details regarding the Fund, and how to apply, are detailed in the Education Support Fund policy which can be accessed on our school website.

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 5 years.

This policy is linked to our:

- Behaviour Policy
- Equality Information and Objectives Statement
- Anti-Bullying Policy
- Complaints Policy
- SRSCMAT Trust Hardship Fund