

Holy Cross Catholic Primary

One School Family, Achieving Together, Anchored in the Love of Christ.



School Uniform Policy

Policy Review

This policy was adopted and agreed by the Governing Body on 18th July 2024 and will be reviewed in full by the Governing Body every year.

It is due for review in Summer 2025.

Signature

Headteacher

Date: 18th July 2024

Signature

Chair of Governors

Date: 18th July 2024

Revision Record

Revision No.	Date Issued	Prepared By	Approved	Comments
1	22.6.23	SF	FGB	The Key model policy. Personalised for the school and local context
2	18.7.23	LB	FGB	Reviewed from The Key model policy. Personalised for the school and local context
3				
4				

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

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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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 (although we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex or gender
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mrs Lucie Banks, Headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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, for example, by only asking that the sweatshirt or cardigan features the embroidered school logo (other items such as the white polo shirt may also be embroidered but this is optional)
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as sweatshirts
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, 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 different year/class groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for intraschool competitions, such as creating posters or labels rather than colored t-shirts for house sports
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Providing a stock of school-purchased uniform for families in need of support
- 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

All year groups

- White polo shirt **or** white blouse/shirt
- Grey trousers / shorts / pinafore / skirt / culottes **or** HC kilt **or** purple gingham dress
- HC purple sweatshirt **or** HC purple cardigan
- Grey tights **or** Grey / white Socks

- Sensible black school shoes **or** Flat sturdy, black, close fitting (zips or laces), short ankle boots (**'Ugg' style boots, sloppy, loose fitting pull-on boots, boots higher than the ankle, boots with fur trims, and boots with heels are all unsuitable for safe school wear and are not allowed. If you are unsure if a boot is suitable, please ask for advice before purchasing.**)
- Sensible black school shoes (No backless shoes or open toe sandals; no trainers)
- Plain black, white, grey or purple hair bands without adornments
- No jewellery should be worn in school (plain studs can be worn in pierced ears but they must be removed or taped during PE lessons)
- Make up or nail varnish should not be worn in school
- Long hair (hair past shoulder length) should be tied back with plain school-coloured bands or clips

PE

PE kits should be worn on PE days and should follow the guidelines below (**no general, multicoloured sports clothing or football kits**)

Key Stage 1

- Black shorts or black leggings (**no logos**) or black jogging bottoms (**no logos**)
- White T-shirt with HC printed logo
- Plain, black sweatshirt (**no logos, no hoodies**)
- Trainers

Key Stage 2

- Black shorts or black skorts or black leggings (**no logos**) or black jogging bottoms (**no logos**)
- White T-shirt with HC printed logo **or** purple technical polo shirt with white printed logo
- Plain, black sweatshirt (**no logos, no hoodies**)
- Trainers

4.2 Where to purchase it

We use Big Wight <https://www.bigwight.com/> as they are an affordable supplier and have embroidery equipment able to create our logo.

However, the majority of items can be obtained more widely e.g. from 'high street' retailers and larger supermarkets.

Second-hand uniform can be sourced through:

- Facebook marketplace sales from other parents
- The School Business Manager for families in need of support

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
- 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 Mrs Lucie Banks, Headteacher, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 Mrs Lucie Banks, Headteacher, 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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by a telephone call home and request for the correct uniform to be brought into school.

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 body 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.

6. Monitoring arrangements

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

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy