



## School Uniform Policy

<b>Ratification date:</b>	March 2022
<b>Committee:</b>	PCE
<b>Chair of Governors:</b>	Debbie Penny
<b>Head Teacher:</b>	Nuala Ferguson
<b>Review Date:</b>	March 2024

### 1. . MISSION STATEMENT

#### *CHRIST AT THE HEART OF ALL WE DO*

At St. Anne's, we learn about God, ourselves, our church and how to pray.  
We try to be a good friend, have fun, love each other and be kind to each other.  
We want to let every child in our school have the same chance as everyone else.  
When we make mistakes, we are forgiven, and each day is a new beginning.  
We want everyone in our school to feel safe and happy.



## 2. 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

## 3. 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 (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 to get in touch with Nuala Ferguson who can answer questions about the policy and respond to any requests

## 4. 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 by only asking that the jumper/ cardigan, worn over the jumper, features the school logo
- 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/class/house 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



## 5. EXPECTATIONS FOR SCHOOL UNIFORM

### 5.1 Our school's uniform

- Grey skirt/pinafore dress/shorts/trousers
- White/ grey socks
- Blue and white checked dress
- Light blue polo shirt (St. Anne's logo is optional)
- Navy sweatshirt or cardigan, with the St Anne's logo
- Navy fleece with St. Anne's logo (optional)
- Flat, black shoes
- Book bag (optional)
- Water bottle

### 5.2 PE Kit

- Light blue t-shirt, with the St Anne's logo.
- Navy shorts or jogging bottoms/ leggings
- Trainers

### 5.3 Jewellery, Make-up and Nail Varnish

For health and safety reasons we do not allow children to wear jewellery. The exceptions to this rule are ear-ring studs in pierced ears, and small objects of religious significance.

Children are required to remove any items during PE lessons to prevent them from causing injury. *Please note:* Teachers are not permitted to remove earrings.

Make up and nail varnish should not be worn to school unless for an out of school hours function, for example a school disco.



## 5.4 Footwear

For health and safety reasons we do not allow children to wear shoes with platform soles or high heels. All children are required to wear plain, flat black shoes without logos as stated in the uniform list.

If boots are worn these should also be plain black. If boots are large and prevent children from sitting comfortably on the floor they may be asked to change into their shoes whilst inside the school building.

Ballet pump style shoes must have a strap across the foot.

## 5.5 Where to purchase it

- Uniform can be purchased via <http://www.brigade.uk.com/direct/> or alternatively at the uniform shop 'School's In', 54 Hospital Street, Nantwich
- Plain uniform can be purchased by any high street retailer such as Asda, Morrisons, Sainsbury's.
- FOSA will arrange numerous second hand uniform sales throughout the year.

## 6. EXPECTATIONS FOR OUR SCHOOL COMMUNITY

### 6.1 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.

Pupils are also expected to contact Nuala Ferguson if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### 6.2 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 Nuala Ferguson 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.

### **6.3 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 implementing St. Anne's Behaviour Policy.

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.

### **6.4 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 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.

## 7. MONITORING ARRANGEMENTS

This policy will be reviewed every 3 years by Nuala Ferguson, Headteacher. At every review, it will be approved by the PCE committee.

## 8. LINKS TO OTHER POLICIES

This policy is linked to our:

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

Date	Version	Notes
March 22	Draft 1	Initial draft shared with full governing Body and ratified