

# School Uniform Policy



**SS JOHN FISHER & THOMAS MORE**  
~ Roman Catholic High School ~

<b>Approved by:</b>	David Swarbrick	<b>Date:</b> January 2023
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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 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 Mr Swarbrick, Deputy Headteacher, who can answer questions about the policy and respond to any requests

### 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 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 blazer and school pants feature 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, with the exception of the tie
- 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

### 4. Expectations for school uniform

#### 4.1 Our school's uniform

- **Purple blazer** with new school badge
- **Grey tailored trousers** with our school logo on the pocket. (Trousers must be from a designated supplier and include our embroidered logo on the pocket. Underwear must not be visible and belts should be black or grey with a discreet buckle).
- To be worn with trousers: plain black or grey socks.

**OR**

- **Purple, pleated, tartan skirt** - knee length (from a designated uniform supplier. Skirt waistbands must not be rolled over. Shorts must not be worn under skirts. Skirts must not be tight fitting)
- To be worn with a skirt: either black opaque tights or white or grey ankle socks – not both.

#### **All pupils must wear**

- **White shirt** - long or short-sleeved with formal collar
- **School tie** - grey with emblem in pupil's school house colour
- **Traditional sensible, low-heeled black school shoes.** (*No boots, trainers, trainer-style, pump-style, suede or canvas material. Black laces if lace-ups. No logos/colour flashes*)

#### **PE KIT - Compulsory**

- Black, purple and white **t-shirt** with new school logo (from a designated uniform supplier)
- Black, purple and white **shorts** or **skort** with new school logo (from a designated uniform supplier)
- Plain, black, unbranded football socks **or** white ankle socks.

#### **Optional additional items for outdoor activities**

- Black track-pants with new school logo (purchased from a designated uniform supplier)
- Black leggings with new school logo (purchased from a designated uniform supplier) to be worn under shorts or skort only, not on their own.
- Black, purple and white ¼-zip sweatshirt with new school logo (purchased from a designated uniform supplier)

#### **Other Items of Uniform**

- **Coats** must be traditional hip-length garments. **Hoodies, tracksuit tops, casual zip tops, denim, suede or leather jackets are not permitted.**
- **Hair** must be of a naturally occurring shade. Distinct or two-tone colours are not permitted. No shaven heads or lines cut into the hair.
- **Jewellery**, make up and nail varnish are not permitted except for one small gold or silver stud per ear located in ear lobes only. Body piercing, false eyelashes and false nails are not allowed.
- All pupils should provide a **traditional school bag** (handbags are not permitted) and bring with them a 30cm ruler, pencils, coloured pencils or felt tips and a suitable pen. The use of solvent-based correction fluids (e.g., Tippex) is forbidden in school.

#### **4.2 Where to purchase it**

➤ Uniform and kit can be bought from the following suppliers.

- Whittakers, Pendle Village, Hollin Bank, Brierfield, Lancashire, BB9 5NG
- Shafis, 15 Scotland Rd, Nelson BB9 7UT
- Jean Junction, 35 Scotland Rd, Nelson BB9 7UT

Every year we ask for voluntary uniform and kit contributions from our outgoing Year 11. Details of how to access these contributions will be shared via our web-site and social media over the summer holidays.

If any parent is struggling to purchase a uniform or a kit, they must contact Mr Swarbrick, Deputy Headteacher, which will be dealt with the strictest of confidence.

## 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 Mr Swarbrick, Deputy 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 Mr Swarbrick, Deputy 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 in the first instance by the child's form teacher. Year Leaders and senior pastoral staff may become involved if the persistent breach of the uniform policy is not addressed.

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 board will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Considers 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.

#### **6. Monitoring arrangements**

This policy will be reviewed annually by Mr Swarbrick, Deputy Headteacher. At every review, it will be approved by the Pupil Welfare Governors Committee.

#### **7. Links to other policies**

This policy is linked to our:

- Behaviour policy
- Anti-bullying policy
- Complaints policy