

School uniform policy

English Martyrs' RC Primary School



Mission Statement

At English Martyrs' RC Primary School, rooted in the teachings of scripture and inspired by Christ's love, we strive to create a nurturing and inclusive community where every child is recognised as a unique gift from God. We work in close partnership with parents, acknowledging them as the first educators of their children, to support each child's spiritual, moral, and academic development. We foster a welcoming and safe environment where children are encouraged to grow in faith, show kindness, and develop respect for others, while embracing the richness of diverse cultures within our school community. Guided by our shared values and our motto, we aim to help our pupils become confident, caring individuals who live with integrity and bring light to the world.

Stand firm. Show kindness. Seek excellence. Ubi Caritas

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1. Aims and Rationale

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

It is customary for all children at English Martyrs' School to wear school uniform and the Governors would like this to continue for the following reasons: uniform gives a school an identity and the children of the school a sense of pride and belonging which in turn supports personal discipline; It is as economical as any other clothing and gives children from different backgrounds equality with their peers.

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 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 a way that is appropriate for school and makes them feel most comfortable
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the 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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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 jumper and PE top feature the school logo)
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items
- 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, PE footwear and tracksuits
- Avoiding different uniform requirements for different year groups
- Ensuring siblings are placed in the same house, enabling 'passing down' of coloured PE tops
- Avoiding different uniform requirements for extra-curricular activities
- Ensuring methods for signalling differences in groups (for interschool competitions, for example) provide no additional uniform costs for families
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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 ITEMS OF CLOTHING MUST BE CLEARLY MARKED WITH THE CHILD'S NAME

Our school uniform consists of the following:

- Red sweatshirt **with school logo**
- Plain white polo shirt
- Grey skirt/trousers
- Grey/white socks
- Shoes should be brown or black (no trainers or boots)

Optional summerwear: grey shorts and red/white checked gingham dresses (not gingham shorts, culottes or playsuits)

PE Kit

- Polo shirts for PE, blue, red, green, yellow with **school logo**. (Parents are advised of the house to which their child has been admitted and should buy the relevant coloured PE shirt based on this).
- Navy PE shorts (NOT SKORTS)
- For outdoor PE, children need trainers in Key Stage 2 and plimsolls in Key Stage 1
- Outdoor PE takes place in all weathers. Children need a tracksuit in cold weather and a change of socks.

Key Stage 2 children will have swimming lessons. It is essential for all children to have a swim hat. In addition, costumes should be a one piece; no bikinis. Boys must wear trunks not bermuda shorts.

Children in Class A will need a pair of wellies that can stay in school.

Jewellery, hair and make-up

Rings, chains, badges and earrings (including studs) are not permitted in school. For safety reasons, children cannot do PE or go into the playground wearing earrings, even if they are taped over. Wrist bands, even for good causes are not allowed in school. A watch is permissible as long as it does not enable children to access the internet or take photographs, i.e., some Smartwatches.

Pupils are requested to have hairstyles suited to a working environment. Shaved patterns in hair, such as tramlines, names and logos are not permitted. Hair should be of a natural colour. Hair must be tied up once shoulder length. Loose hair is not permitted.

Make up and nail varnish is forbidden.

If there is any reason that a child is unable to adhere to the uniform policy, the child's class teacher should be contacted and a reason provided (in certain cases, medical proof may be required).

4.2 Where to purchase it

Our uniform supplier, for items with a logo, is Schooltime, Chatham. Please visit their website: <https://schooltime.co.uk/> They also provide other items of school wear. Non-logo items are available from any uniform suppliers, including low-cost supermarkets.

School book bags (for Key Stage 1 classes) can be purchased through the office. All children are provided with a school water bottle when they start school.

We have a selection of good quality pre-loved uniform which is available from the school office (for a small donation to PTA funds) We encourage parents whose children may have outgrown uniform to donate this to the school. This then allows us to try and support parents with second hand uniform when required

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 the 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/carers are also expected to contact the 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/carers 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/carers 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 the headteacher.

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
- Takes into account the views of parents/carers 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 every three years by the headteacher. At every review, it will be approved by the local governance committee.

7. Links to other policies

This policy is linked to our:

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