





School Uniform Policy

Review Date	May 2024
Signed: G Brown (Head Teacher)	
Signed: C. McGrory(Chair of Governors)	
Next Review Date	May 2025

Introduction

The school uniform worn by pupils at English Martyrs CVA is a very important part of the school's identity. All pupils must dress according to the uniform policy.

Smartness and high standards of appearance are always expected. We have a required school uniform for several reasons:

- Uniforms unite the school and it promotes a strong, cohesive identity which supports high standards and expectations in all areas of school life. Pupils make a commitment that when they put on their English Martyrs uniform that they will abide by the rules of the community, and it promotes harmony between different groups represented in the school.
- Uniforms look professional. Pupils look neat and ready to learn.
- Uniforms make us all equal. Whether families have high incomes or low incomes, the pupils come to school looking the same way.
- It is one way in which we identify ourselves as a school community.
- Uniforms reduce distractions.

We ask parents and carers to support all decisions by school staff regarding whether clothing is appropriate or inappropriate for school.

The school's Governing Body decide the policy for school uniform which is reviewed periodically and request that the policy is adhered to by all families in a consistent way.

It is understood that parents and carers who send their children to the school will fully support this policy.

Policy 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
- 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 Mrs Gosia Brown (Head Teacher) 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 understand that items with distinctive characteristics (such as branded items, or items that must 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
- 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, if 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 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.

4. Expectations for school uniform

4.1 Our school's uniform

Grey or black trousers

Grey or black shorts (summer only and optional)

Grey skirt or pinafore

Red and white gingham dress (summer only and optional)

Red polo shirt with or without logo

Red sweatshirt/cardigan- with or without logo

Grey, black, or white socks or tights

Black outdoor shoes

Black indoor plimsols

Wellies for winter/poor weather and forest school/OPAL (Outdoor Play and Learning)

Optional items

School cap or hat with logo

Red Book Bag with logo for KS1

Red reversible jacket with logo or black coat

Footwear

Shoes should be black and should not have deep heels (more than one inch)

Sandals with open toes at school are dangerous and should not be worn. Boots are not appropriate - the uniform does not include boots i.e., footwear reaching above the ankle.

Jewellery

Plain ear studs are the only jewellery allowed in school – only one stud allowed per ear. There is an exception made for religious or cultural jewellery. These must be removed for P.E. and swimming. It is preferable for ear-piercing to take place during the summer holidays to allow time for healing to take place.

Watches

Watches may be worn from Year 3 onwards. (Watches 'bleeping' in class may be confiscated as they disturb others).

Hair

Long hair should be tied back using plain, flat grips, etc. No coloured artificial braids or hair jewellery allowed. No extreme haircuts.

Fingernail Polish or Make-Up

Pupils are not allowed to wear fingernail polish or false nails. Make-up is not allowed.

Outdoor clothing

Pupils should bring a suitable school coat to school each day, apart from during the hotter weather. Sun hats should be worn outside during the hotter summer months.

Non-School Uniform Days/Events

There will be occasions when the school decides that school uniform is not appropriate e.g., wearing different clothes as a part of a fund-raising event or topic activity day. Parents/carers will be notified in advance of the revised dress code on these days.

PE Kit

Black Shorts/Skort (no cycling shorts)

Plain Black Jogging Bottoms or leggings

Red/black PE shirt with logo (KS2) can be without a logo for KS1

Red hoodie with logo or normal school sweatshirt or cardigan

Trainers

White ankle socks (preferably separate from those worn with school uniform)

Swimming-

Children start attending swimming lessons from EYFS. Swimwear should be appropriate and should be either a one-piece swimsuit or trunks. Goggles can be worn if they have the British Standard Kite Mark. The teacher is not responsible for fitting or adjusting goggles and therefore pupils need to be able to fit them independently.

Gymnastics and Dance

For gymnastics and dance lessons, children will perform in bare feet, as this is safest whether on the floor or apparatus. Participating in socks is not allowed on a polished floor due to the level of grip provided being poor, which can result in injury.

Please ensure that all individual items of P.E. Kit and P.E. bags are clearly labelled with pupil's names.

4.2 Suppliers

All school uniform requirements including book bags, PE bags and caps can be purchased from a range of retailers, including but not limited to, **Deco Schoolwear** at **and any other retailer which sells items in appropriate colours**. School uniform with the logo can be purchased on-line from <http://www.englishmartyrscva.deco-uniforms.com/> (opens in new tab) or locally from 'Kids and More' in Crown Walk, Oakham. Plain uniform can be purchased from the shops above, plus any leading retailer.

Pre-Loved Uniform

School has a wide selection of **pre-loved uniform** that can be purchased from 50p. Free school meal and pupil premium children can take items free of charge, subject to availability.

5. Expectations for our school community

5.1 Pupils

Pupils are expected to always wear the correct uniform (other than specified non-school uniform days) while:

- On the school premises
- 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 Gosia Brown, Head Teacher, 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 Gosia Brown 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 the Head Teacher.

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 Local Governing Body 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 every two years by the Head Teacher. At every review, it will be reviewed 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