


School uniform policy

Bishop Ellis Catholic Voluntary Academy



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Signed:		
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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 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 pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
 - Allow pupils to wear headscarves and/or other religious garments
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- 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 the SENDCo via the school office 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 items with distinctive characteristics to low-cost and/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 leveller. We only ask that children wear a branded jumper or cardigan and have a school tie.
- Avoiding different uniform requirements for different year groups
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents to acquire pre-loved 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

Red v-neck pullover/cardigan with school logo

Grey trousers/pinafore/skirt

Plain White shirt suitable for a tie

School tie

Plain white or grey socks

Grey tights only (no leggings)

Plain hair bands: hair-coloured, red or white (no decoration)

Summer option only (from after Easter to Autumn half-term)

Grey shorts, white shirt and tie

Red gingham dress

White or grey socks

Footwear

Plain sensible, black shoes (no sandals, trainers or boots)

P.E. Kit

ALL YEAR GROUPS

Black jogging bottoms or plain black full length leggings, plain red t- shirt, plain red sweatshirt, and trainers (warm hat for cold weather).

P.E. Summer option only (from after Easter to Autumn half-term)

Black shorts, Red t- shirt, Black plimsolls.

Hair

Long hair should be tied back for health (head lice!) and safety reasons. Governors would also ask that, when considering hairstyle, parents must avoid hair dye and cutting tracks or patterns in the hair.

Jewellery

Jewellery is not permitted as part of the school uniform. It is better if primary aged children do not have their ears pierced due to difficulties in removing earrings and keeping them safe. However, one pair of plain gold/silver stud earrings is currently allowed. **For P.E. and swimming, the child must remove these items** preferably before coming to school (they must be able to do this by themselves).

During the summer months we ask that children be provided with a suitable wide-brimmed sunhat (and sunglasses) to wear when outside. Children may apply their own sun cream before going out to lunch.

4.2 Where to purchase it

Uniform can be purchased at the following places.

[Bishop Ellis at Uniform Direct](#)(opens in new tab)

[Bishop Ellis at Rose Buddies](#)(opens in new tab)

[Bishop Ellis Rose Buddies order form](#)

[The Bishop Ellis Catholic Voluntary Academy Uniform Shop – Earth Uniform](#)

Any “non branded” uniform can be purchased more widely from most high street retailers.

Information about pre loved uniform:

- FOBE regularly arrange pre loved uniform sales
- Speak to the school office in confidence if you need any uniform as the school often receives donations from parents whose children have left the school.

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)

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 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 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 school'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.

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
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The LGB 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

7. Links to other policies

This policy is linked to our:

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