



Uniform Policy

In accordance with our Mission Statement
*'At Our Lady & St. Hubert's, home, school and parish work together as we grow and learn,
knowing that God is with us in all we do'.*

Date: February 2020

Review date: February 2022

Statement of intent

Our policy has been created with health and safety, value for money, and practicality at its heart. It has been designed to ensure pupils wear clothing conducive to a successful learning environment. It is important that our pupils feel a sense of belonging and community through a smart and practical uniform.

We believe a uniform allows all pupils, regardless of background, to feel equal to their peers and confident in their appearance. We also believe it is important for activities to be facilitated by specialised and appropriate clothing such as sports specific attire.

Our Lady & St. Hubert's (OLSH) is committed to ensuring equality and value for money, and that no pupil is discriminated against due to their religion or belief, economic circumstances or social and cultural background – this policy contains provisions to meet these objectives.

1. Cost and availability

- 1.1. The school must ensure that "policies around school uniform or school trips do not discourage parents from applying for a place for their child"¹.
- 1.2. **OLSH** is committed to fulfilling the DfE's recommendations on costs and value for money. Every care has been taken to ensure that our uniforms are affordable for all current and potential pupils, and that the best value for money is secured through reputable suppliers.
- 1.3. **OLSH** works with multiple suppliers to obtain the best value for money. Any savings negotiated are passed to parents where possible.
- 1.4. The school does not enter into exclusive single supplier contracts or cash-back arrangements.
- 1.5. The school does not amend uniform requirements regularly and takes into account the views of parents and pupils when considering changes to school uniforms.
- 1.6. Where wholesale changes are required, the school ensures that assistance is provided to parents struggling to meet the associated costs.

2. Religious clothing

¹ DfE (2014) 'School Admissions Code', para 1.8

- 2.1. Some religions and beliefs require their members to conform to a specific dress code. **OLSH** does not discriminate against any religion or belief; however, the school must weigh the needs and rights of individual pupils against the cohesion and health and safety concerns of the entire school community. The school endeavours to allow most formal religious requirements to be met.
- 2.2. Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the **principal** and **governing board**, and always in accordance with the school's **Complaints Procedures Policy**.

3. Equality

- 3.1. The school is required to ensure that the Uniform Policy does not discriminate unlawfully.
- 3.2. Every step has been taken by **OLSH** to ensure that the cost of girls' and boys' uniforms are not disproportionate.

4. Complaints and challenges

- 4.1. The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's **Complaints Procedures Policy**. Parents can lodge complaints via the complaints policy as found online. A separate copy can be requested from the school office or principal .
- 4.2. When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.
- 4.3. Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

5. Non-compliance

- 5.1. Teachers are permitted to discipline pupils for breaching the Uniform Policy, in accordance with the school's **Behaviour Policy**.
- 5.2. The principal, or a person authorised by the principal, is permitted to ask a parent to take a child home to remedy breaches of the school's Uniform Policy, or keep a child off school until a safe resolution is found.
- 5.3. Where a pupil has been sent home with parents/guardians to rectify uniform breaches, the absence will be recorded as 'authorised'.
- 5.4. If a pupil repeatedly breaches uniform rules or takes longer than necessary to rectify the absence, the absence will be counted as 'unauthorised'.

6. Uniforms

- 6.1. Boys' uniforms are as follows:
 - School sweatshirt with school logo
 - White polo shirt or shirt in Key Stage 1.
 - White school shirt and school tie in Key Stage 2
 - School book bag with school logo

- Grey or black trousers
- Black shoes or trainers
- Grey or black socks.

6.2. Girls' uniforms are as follows:

- School sweatshirt with school logo, or school cardigan with school logo
- White polo shirt or shirt in Key Stage 1
- White school shirt and school tie in Key Stage 2
- School book bag with logo
- Grey or black trousers, or grey skirt
- Black shoes or trainers
- Grey or black socks/tights.
- Light blue summer dresses in Summer Term or warmer months.

7. PE kits

7.1. Parents are responsible for ensuring PE kits are in school. PE kits are as follows:

- School white T-shirt with school logo, or plain white t-shirt.
- School shorts or plain royal blue shorts.
- School gym bag with school logo
- Suitable school pumps and non-marking soles.
- Suitable sports footwear, e.g. football boots if needed for certain activities.
- Outdoor kit: navy jogging bottoms and navy jumper or hoodie. Outdoor trainers may only be worn during outdoor PE sessions.
- No large logo branded t-shirts or items. Plain or school branded only.

8. Footwear

8.1. Black shoes or plain black trainers should be worn. Pupils are not permitted to wear boots. If a pupil needs to wear wellington boots or warm boots to travel to school in comfort, they must have their normal school shoes with them to change into.

8.2. No block heels may be worn for health and safety.

9. Jewellery

9.1. No piercings are acceptable. Children must wear plastic earring spacers after ears have been pierced.

9.2. Studs are not to be worn in school time and must be removed before school.

9.3. Pupils are not permitted to wear any other jewellery in the school grounds, due to health and safety risks.

10. Hairstyles

10.1. **OLSH** reserves the right to make a judgement on the suitability or unsuitability of pupils' hair and appearance. Haircuts must be of conventional style acceptable to the school. Fashion cuts are not permitted, nor are excessive hair gels.

- 10.2. Extreme hairstyles, such as mohawks and patterned or brightly coloured hair, are **unacceptable**.
- 10.3. No tramlines or patterns shaved into a pupil's head is permitted. Neither is a severe haircut with strong contrasts/differences between the sides and top of the head. Pupil hair colour must also not have strong contrasts and differences and not be dyed. .
- 10.4. Pupils with extreme hairstyles, such as cornrows, may be exempt from the rule above on racial or religious grounds, taking into consideration each individual person's scenario.
- 10.5. Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. School will ask pupils to tie longer hair back and a plain navy hairband or bobble will be required for this.
- 10.6. Bandana style headbands and flowers/bows or excessive hair accessories are not to be worn; however, plain royal blue hair clips or bands are acceptable.

11. Make-up

- 11.1. **OLSH** does not consider make-up appropriate and pupils are not permitted to wear any such products.

12. Hot weather

- 12.1. Everyone working at/attending the school during daylight hours will be required to wear sun-safe clothing which covers as much of their skin as possible. This includes wearing:
 - Loose fitting shirts and dresses with sleeves and collars or covered necklines.
 - Longer style skirts, shorts or trousers.
 - Tops that cover the shoulder area.
- 12.2. During hot weather, lightweight clothing will be required in order to reduce the risk of overheating. Pupils will be advised not to wear their jumpers or blazers during heatwaves.
- 12.3. Children not wearing sun-safe clothing will be required to play in an area protected from the sun, or spare clothing will be provided.
- 12.4. It is advised that pupils wear UC protected sunglasses.

13. Labelling

- 13.1. All clothing and footwear should be clearly labelled with the pupil's name.

14. Policy review

- 14.1. This policy is reviewed every **two years** by the **chair of governors** and the **headteacher**.
- 14.2. The scheduled review date for this policy is **February 2022**.