



ST FRANCIS XAVIER

CATHOLIC PRIMARY SCHOOL

Uniform and Hair Policy 2024 2025

Version	1.0
Date created/updated	9 th December 2023
Ratified by	LGB
Date ratified	December 2023
Date issued	9 th December 2023
Policy review date	September 2024 <i>Pending September 24 ratify</i>
Post holder responsible	Principal
Director / LGB Chairperson	C.Cullen

Commitment to Equality:

We are committed to providing a positive working environment which is free from prejudice and unlawful discrimination and any form of harassment, bullying or victimisation. We have developed a number of key policies to ensure that the principles of Catholic Social Teaching in relation to human dignity and dignity in work become embedded into every aspect of school life and these policies are reviewed regularly in this regard.

This Uniform and Hair Policy has been approved and adopted by St Francis Xavier Catholic Primary School on 9th December 2023 and will be reviewed in September 2024.

Signed by LGB representative for St Francis Xavier:

Ms C. Cullen

Signed by Principal:

Miss L. Marshall

School Uniform Policy

It is the policy at St Francis Xavier that all children wear school uniform when attending school, or when participating in a school-based organised event outside normal school hours. We provide a complete list of the items required for school uniform on the school's website. At St Francis Xavier, the school uniform is:

- ✓ In place to promote a sense of pride in our school;
- ✓ Engendering a sense of pride for self and school community;
- ✓ Practical and smart;
- ✓ A way of the school being recognised;
- ✓ A way to establish equality within the school community;
- ✓ Regarded as suitable wear for school and good value for money;
- ✓ Designed with health and safety in mind.

At St Francis Xavier, all parents/carers are given a home school agreement to sign which encompasses an agreement to all the expectations laid out in the school uniform policy. We believe that parents/carers have a duty to send their children to school in full school uniform at all times.

1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offer 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 based on the notion that our school uniform:
 - Promotes a sense of pride in the school and its Catholic ethos
 - Engenders a sense of community and belonging towards the school and God's family.

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:

- 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 the Principal or Vice Principal, 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 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 endeavour to 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
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
 - Considering cheaper alternatives to school-branded items
- 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'
 - Avoiding different uniform requirements for different year/class/house groups
 - Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling 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

Our school's uniform

- White shirt or polo Shirt
- Green Jumper (with logo if possible)
 - Green Cardigan (with logo if possible)
 - Grey trousers (winter)
 - Grey Shorts (Summer only)
- Grey Skirt or Pinafore
- Sensible black shoes
 - Green and White Check Dress (Summer only)
- Grey Tights or grey/black/white socks
- School tie- Green and yellow stripes (with shirt-optional)

P.E. Uniform

- Black or green Shorts
- Green Polo shirt (with logo if possible)
- Black Pumps/Trainers
- Black or Grey Tracksuit bottoms (No brands)

Swimming

- One-piece swimming costumes
- Swimming trunks/shorts
- All children must wear a swimming hat
- Swimming t-shirts are permissible if required, but must be a rash vest or other purpose-made swimming clothing

Jewellery

The only jewellery pupils are permitted to wear on school premises are small sensible watches and plain silver or gold stud earrings, including on non -uniform days. To ensure the safety of the children, jewellery is not permitted in PE lessons. Therefore, it is recommended that on PE days pupils do not wear jewellery. If they do they must remove them for the lesson: staff will not remove earrings for children. Children may not tape up earrings for PE lessons

Outwear and school bags

Pupils must bring a sensible coat to school. During colder months, children should bring a warm, waterproof coat. Children may also bring hats, scarves and gloves. During the summer months, children must bring a sun hat.

Children are permitted to bring a school bag to school, but due to limited space in cloakrooms, this must be no bigger than a small lunch bag or book bag.

5. Non-Uniform Days

From time to time there will be non-uniform days when children and staff may come to school in their everyday clothes; these days will be fund raising events and members of the school community may be asked to contribute a sum of money for the privilege of not wearing uniform. On non-uniform days the following items of clothing are not permitted:

- High heeled shoes or open-toe sandals
- Strappy tops which expose the shoulders
- Cropped tops which expose the midriff
- Very short skirts
- Jewellery of any kind other than that stated in this uniform policy
- Long skirts/other items of clothing that touch the ground and could be trip hazard
- T-shirts or other garments with inappropriate slogans

Children must not wear make-up, including nail polish or false nails, to school. Stick on tattoos are also not appropriate for school.

6. Expectations for our school community

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 Principal or Vice Principal if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 Principal or Vice Principal 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.

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 Principal if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with in accordance with the school's published 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.

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 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.

