



UNIFORM POLICY

ST BEDE'S CATHOLIC ACADEMY

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Statement of intent

St Bede's Catholic academy believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

1. Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy

2. Roles and responsibilities

The Local Governing Committee is responsible for:

- Establishing, in consultation with the headteacher and school community a school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.

The headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean and presentable.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless an exemption has been granted.

3. Cost principles

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum where possible to ensure that pupils can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings. We operate a regular £1 uniform shop for parent and carers access.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible. To ensure our commitment to keeping cost low branded items of uniform are offered free of

charge each year and is funded by sports and pupil premium funding. All children on role receives this.

The school works suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does not enter into exclusive single supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

4. Equality principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully seriously, and aims to ensure that the uniform policy is as inclusive as possible.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles detailed in **Section 3**.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and maybe permitted where possible.

5. Complaints and challenges

The school endeavours to resolve all uniform complaints informally, in accordance with the Trust's Complaints Policy.

6. School uniform supplier

Our uniform can be ordered through school or by visiting Lollipops Uniform Supplies on 01642 225827 or visit

info@lollipops-middlesbrough.co.uk Click to be taken directly to website.

The Local Governing Committee will ensure that a written contract is in place with the supplier for branded items.

The school will retender the uniform contract every year, whether changes to the uniform are made or not, in line with the Trust's Finance Policy. The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples.

7. Uniform assistance

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents. At St Bede's every child on role at the start of the autumn term each year is entitled to either a free branded cardigan, jumper or blazer. From September 2022. We will also provide each child on roll with an outdoor PE uniform.

We recognise that those families who are not entitled to free school meals may also struggle with cost of new uniform and there make this a universal offer to every child. Those children entering school via in year transfers are not entitled to the free uniform

We will support any family transferring into St Bedes with uniform from our £1 uniform shop and offer free uniform subject to availability. We also have high street voucher available for those families who may need support in buying more expensive items such as coats and shoes.

We have a tartan skirt that is optional. Those families not wishing to purchase the tartan skirt or pinafore and permitted to wear plain grey trouser, skirts or pinafore. The blazer is an optional part of the uniform but families do have the option of ordering a free blazer each year. Because of our commitment to ensuring that every child at St Bedes will look smart, distinctive and proud of their school we are commitment to proving branded items free of charge.

8. Non-compliance

Staff members are permitted to discipline pupils for breaching this policy, in accordance with the school's Behaviour Policy.

The headteacher, or a person authorised by the headteacher, is permitted to ask a pupil to briefly go home to remedy breaches to the school's uniform.

When deciding whether to allow a pupil to return home, the school considers the pupil's age and vulnerability, the length of time it will take, and the availability of the pupil's parents.

Where a pupil has been sent home to rectify uniform breaches, the absence is recorded as 'authorised'.

If a pupil repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence is counted as 'unauthorised'.

Parents will be notified in all cases.

9. School uniform

Clothing

The school uniform is as follows:

It is our policy that all children should wear the school uniform when attending school, or when participating in School-organised events outside normal school hours. We will be providing a complete list of the items needed for school uniform in our school prospectus. Please note in particular:

- All pupils to wear full school uniform at all times.
- Leggings are not allowed.
- Pupils who are wearing skirts must also wear black/ navy/ red/ white tights or socks.
- Those who do not wish to buy the optional branded PE kit must acquire a PE kit meeting the following criteria:
- Parents are responsible for ensuring their child brings their PE kit to school when needed.

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Regular school uniform				
Blazer	optional	Branded with school badge	Offer of free blazer each year	£0
Tartan pinafore	optional	Branded	Lollipops uniform supplies	£15-£25
Tartan skirt	optional	Branded	Lollipops	£12-£20
St Bede's school	required	Braded with	Offer of free jumper or	£0

cardigan or jumper		school colours and badge	cardigan each year.	
White school shirt	required	Non branded	high-street	£2-35
Tie	required	Branded with school colours	Lollipops	£2.50-£5.00
Grey skirt/pinafore	This is alternative to tartan uniform	Non-branded	High street.	£2-£10
Grey trousers	Alternative to girls' tartan uniform and option for boys	Non-branded	high-street	£4-£15
Socks tights	required	Non-branded	high-street	£1-£5
Nursery sweat shirt	optional	Branded	lollipops	£8
Nursery navy blue sweatshirt	required	Non-branded	high-street	£3-£5
Nursery navy blue jogging bottoms.	required	Non-branded	high-street	£3-£5
PE kit				
St Bede's outdoor jogging suit	required	Branded	Provided free by school	30
St Bede's indoor PE kit (white t shirt and navy shorts, plimsoles)	optional	branded	Lollipops	£10-£14 per set. of shorts, t-shirt and plimsoles
Plain white t-shirt	required	Non- branded	High-street	£2-£4
Plain navy/black shorts	required	Non- branded	High-street	£2-£4
Accessories				
St Bede's backpack	optional	Branded	lollipops	£10
St Bede's book bag	optional	Branded	lollipops	£10
St Bede's PE bag	optional	Branded	lollipops	£10
School bag	required	Non-branded	high-street	£5-£15

Make-up

Face make-up, eye make-up and false tan are not acceptable. Nail varnish must not be worn in school. False nails (gel, acrylic, coloured tips etc.) are not permitted. Children will be asked to return to school the following day with make-up and nail varnish removed.

Jewellery

On health and safety grounds we do not allow students to wear jewellery, with the exception of one pair of small studs in pierced ears. During PE children will be asked to remove the earring or cover them up with surgical tape.

Hairstyles

The School does not permit students to have extreme haircuts, (e.g. Mohican, skin heads, sculpting, tramlines etc.)

Colouring hair or hair extensions or other haircuts that could serve as a distraction to other children are not permitted. Excessive beading to hair is not allowed. Long hair in boys or girls must be tied back. Shaved head are not allowed and haircut should be no shorter than a blade 3.

Foot ware

The School wants all students to grow into healthy adults. We believe that it is dangerous for students to wear shoes with platforms or heels. Trainers should only be worn for PE and other sporting activities. Sandals, flip flops or backless shoes should not be worn. Boots may be worn in adverse weather but must be changed once the child is in school into plimsolls or their usual school footwear. Boots cannot be worn as part of the daily uniform.

All children should wear plain black flat shoes.

Ties

Lost/damaged ties must be replaced as soon as possible. We have spare ties available in school if a child loses or forgets to wear a tie. KS1 children may wear an elasticated tie and KS2 child can either wear an elasticated or traditional tie.

Blazers

These are Navy Blue with the school badge on the pocket. Although very popular, they are not compulsory. Children may wear their blazer without a school jumper or cardigan.

Jumpers and cardigans

Our jumpers and cardigans are very distinctive. Children must wear the school jumper with the red piping and school badge. Plain Navy jumpers are not permitted. They are provided free of charge each year.

Tartan skirt or pinafore (optional) or grey pinafore or skirt.

Navy or black is not permitted.

Red gingham dresses may be worn in the warmer weather.

PE kit

The school has a PE kit for boys and girls. It consists of plain navy or black shorts/joggers and a plain white t shirt. There is a school PE kit available to buy with the school logo but this is optional.

Non-uniform days

Non-uniform days are occasionally used to reward students or to raise funds for charity/charitable causes. In these circumstances, the clothing worn by students must still comply with some of the fundamental principles:

- It must be safe and practical for school use
- It must not promote unacceptable messages – drugs, violence, racism, etc.
The Head of School or her representative will decide on limits of acceptability.
- It must not be too revealing

10. Labelling

All pupils' clothing and footwear is clearly labelled with their name.

Any lost clothing is to be taken to the lost property box in the **school office**. All lost property is retained for **one week** and is disposed of if it is not collected within this time.

11. Monitoring and review

This policy is reviewed every three years by the Local Governing Committee.

