St Katharine’s Knockholt CEPS

School Uniform Policy

|  |  |  |
| --- | --- | --- |
| **Approved by:** | Sarah Jane Tormey | **Date:** 2/9/2022 |
| **Last reviewed on:** |  |
| **Next review due by:** | 3/9/2024 |

**Contents**

[1. Aims 3](#_Toc92367326)

[2. Our school’s legal duties under the Equality Act 2010 3](#_Toc92367327)

[3. Limiting the cost of school uniform 3](#_Toc92367328)

[4. Expectations for school uniform 4](#_Toc92367329)

[5. Expectations for our school community 5](#_Toc92367330)

[6. Monitoring arrangements 6](#_Toc92367331)

[7. Links to other policies 6](#_Toc92367332)

# 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](https://www.legislation.gov.uk/ukpga/2010/15/contents) 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 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 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 headteacher 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](https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms) 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:
* Ensuring items with distinctive characteristics are optional and ensuring non branded items are available
* 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/house groups
* Avoiding different uniform requirements for extra-curricular activities
* 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

Although we provide branded fleeces, polo shirts and sweatshirts non branded items of the same colour are equally as acceptable. Branded items are optional for all items.

The wearing of uniform is encouraged to help the children feel that they are proud to belong to St. Katharine’s School. All items, except the optional St. Katharine’s ‘issue’ are available in most department stores. The specific school items are available for you to order at the school are marked with an asterisk.

**Girls** **Boys**

Winter: Winter:

Navy blue \*school sweatshirt/cardigan\* Navy blue \*school sweatshirt

Navy blue \*school fleece jacket

Navy blue pinafore dress, tunic or skirt Navy blue \*school fleece jacket

Pale blue \*school polo shirt Pale blue \*school polo shirt

White or pale blue blouse White or pale blue shirt

Appropriate black or navy school shoes Grey trousers

Long white socks or navy blue tights Appropriate black school shoes

Waterproof coat/jacket with hood \* Grey socks

When the weather is very cold, a pair of Waterproof coat/jacket with hood\*

smart navy blue trousers may be worn.

Summer: Summer:

Navy blue \*school sweatshirt/cardigan\* Navy blue \*school sweatshirt

Pale blue and white striped/checked dress Grey trousers/shorts

Appropriate black/blue shoes or sandals Pale blue polo shirt

Short white socks Appropriate black/blue shoes

 Grey socks

Water-resistant ‘packamac’ Water-resistant ‘packamac’

P.E. Kit P.E. Kit

# Navy blue shorts Navy blue shorts

Pale blue \*school T-shirt Pale blue \*school T-Shirt

Blue tracksuit (optional for KS2 Blue tracksuit (optional for KS2

not required at KS1) not required at KS1)

Plimsolls Plimsolls

Trainers (black, navy or white – NO Trainers (black, navy or white – NO

bright colours)for outside games (KS2 only) bright colours)for outside games (KS2 only)

All items must be clearly labelled with your child’s name. P.E. items should be in a large, labelled, drawstring bag. Please could you ensure that loops on coats are large enough to hang on our pegs!

4.2 Where to purchase it

* Optional branded items are available from school or non branded items are available from major high street retailers.
* Second hand uniform is available form the school with all items costing 50p. Please contact the headteacher if you require free second hand uniform.

# 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
* 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 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 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 headteacher.

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 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.

# 6. Monitoring arrangements

This policy will be reviewed every two years by the headteacher. At every review, it will be approved by the Curriculum Committee.

# 7. Links to other policies

This policy is linked to our:

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