

Kent
Catholic
Schools'
Partnership



'Academies in Christ'
Part of the Archdiocese of Southwark



School Uniform Policy

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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, sexual orientation, 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
- › Allow pupils to wear headscarves and/or other religious garments
- › 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/carers to get in touch with the school office (via schoolsecretary@st-augustines-hythe.kent.sch.uk), 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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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 any items with distinctive characteristics where possible
- › 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
- › Avoiding different uniform requirements for different year/class groups
- › Avoiding different uniform requirements for extra-curricular activities where possible
- › 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/carers to acquire second-hand uniform items
- › Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- › Consulting with parents/carers 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

Girls Uniform

- Coat/jacket (any colour) (waterproof is preferable)
- Optional branded fleece
- Navy blue pleated pinafore dress / skirt or grey trousers (leggings / jersey style trousers are not permitted)
- Winter: White blouse worn with royal blue tie (tie up or elastic) OR white polo shirt (with or without logo)
- Summer: White polo shirt with/without logo and navy pleated skirt or shorts OR light blue and white checked dress
- Navy blue jumper/cardigan with/without logo
- Thick navy blue tights for the winter months
- White knee length or ankle socks
- Sensible black outdoor shoes or trainers (trainers worn as school shoes should be completely black with no other colour details, soles or laces)
- School bookbag only – no rucksacks

Boys Uniform

- Coat / jacket (any colour) (waterproof is preferable)
- Optional branded fleece
- Grey long trousers or shorts
- Winter: White shirt worn with royal blue tie (tie up or elastic) OR white polo shirt (with or without logo)
- Summer: White polo shirt (with or without logo)
- Navy blue jumper with/without logo
- Black / grey / navy socks
- Sensible black outdoor shoes or trainers (trainers worn as school shoes should be completely black with no other colour details, soles or laces)
- School bookbag only – no rucksacks

PE/Sports Kit (same for girls/boys)

- Round necked white or navy T-shirt with/without logo
- Round necked coloured T-shirt – without logo – in House Team colours
- Navy blue PE shorts or cycling shorts
- Trainers for outdoor activities - black
- For colder weather: Jogging bottoms or leggings (navy) - with/without logo
- YR: drawstring sports bag - navy with/without logo (available from school)

Forest School

Children who take part in Forest School need to ensure that they have old clothes to wear and to make sure that they have waterproofs/wellies in school as they will get very wet and muddy on occasion

Footwear

All children must wear appropriate footwear, which must be able to fasten with Velcro, laces or buckles. Slip-on shoes and shoes that have platform soles, high heels or inadequate fastenings are not appropriate for school uniform. Ankle boots are not permitted.

Hair and Accessories

- **Hair:** Long hair should be partly tied back; fully tied back during PE. Extreme styles and colours are not permitted.
- **Jewellery:** Only small studs/sleepers in pierced ears are allowed, and must be removed before PE.

4.2 Where to purchase it

We have enlisted two companies to provide school uniform.

- [Springers Personalised Products](#) are based in Hawkinge, and are available for online or face-to-face ordering.
- [Brigade Clothing](#) is our other uniform provider who offer an online service.

We also run a turnaround uniform 'shop' through school for high quality second-hand uniform, especially branded items. Items can be requested via the school office, and can be bought for less than £5 per item from 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)

Pupils (with support of their parents, as appropriate) are also expected to contact Mrs Thompson 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/carers are also expected to contact Mrs Thompson 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/carers 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/carers 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 Mrs Thompson or a member of SLT.

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/carers 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 at least every 3 years by Sarah Thompson, Headteacher. At every review, it will be approved by the full governing committee.

7. Links to other policies

This policy is linked to our:

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