SS. Osmund & Andrew's RCP School

School Uniform Policy

Together in Love, Growing in Faith, A Journey of Hope.
Together in Love, Faith and Hope.

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Mission Statement

Together in Love, Growing in Faith, A Journey of Hope. Together in Love, Faith and Hope.

Statement of intent

SS Osmund and Andrew's 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.

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
- LGBTQ+ Policy
- Tendering and Procurement Policy

Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart 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.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- 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.
- Processing and approving all eligible School Uniform Assistance Application Forms.

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.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Working with parents to ensure uniforms are worn as per the school 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, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

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. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and PLAC.

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.

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, e.g. by offering sew- or iron-on logo badges for jumpers that can be bought at retailers instead of requiring special branded jumpers.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school works with multiple 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.

Equality principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

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 laid out in section 3.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.
- Gender needs

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. All pupils will supported in all protected characteristics.

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 and governing board, and always in accordance with the school's Complaints Procedures Policy.

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 permitted wherever possible.

Complaints and challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

School uniform supplier

Our current school uniform suppliers are:

Smart Clothing in Bolton Town Centre (Units 5, Blackhorse St, Bolton BL1 1SY)

Brigade Clothing (online) https://www.brigade.uk.com/

Our school uniform suppliers accept school uniform assistance vouchers.

The governing board will ensure that a written contract is in place with the supplier for branded items.

The school will retender the uniform contract every five years, whether changes to the uniform are made or not, in line with the Tendering and Procurement Policy. The governing board will be able to demonstrate how uniform is procured at the best value for money. 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.

Where the school is proposing to change suppliers, it will reach out to suppliers by October in the determination year.

Uniform assistance

To claim school uniform assistance, parents should be eligible for FSM. Eligibility is determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil. Please see the link below:

https://www.bolton.gov.uk/free-school-meals-clothing-allowance/free-school-meals-help-school-uniform/2?documentId=179&categoryId=20079

The school holds second-hand school uniforms in the school office for parents to access; access to these uniforms is available upon request made to the headteacher. Parents are invited to donate their child's uniform when they no longer need it.

School uniform

Clothing

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire
Navy Blue Sweatshirt	Required	School logo on right-hand side or no branding	Branded sweatshirt and cardigan available from school supplier and second hand from school office. Navy sweatshirt or cardigan can be bought from regular retailers.
Navy Blue cardigan	Required	School logo on the right-hand side or no branding	Branded sweatshirt and cardigan available from school supplier and second hand from school office. Navy sweatshirt or cardigan can be bought from regular retailers.
White shirt	Required	No branding	Available from school supplier, second hand from school office and available from regular retailers.
Dark blue / sky blue tie	Required	No branding	Available from school office or school supplier.
Grey trousers, grey skirt or grey pinafore	Required	No branding	Available from school supplier, second hand from school office and available from regular retailers.
Blue gingham check dress	Optional	No branding	Available school supplier or from regular retailers

Sensible, plain black shoes	Required	No branding	Available from regular retailers.
Plain white t-shirt	required	School logo on right-hand side Or no branding	Available from school supplier or regular retailers
Plain black shorts	required	No branding	Available from school supplier or regular retailers
Black pumps or trainers for outdoor lessons Black slip on pumps for indoor lessons	Required	No branding	Available from regular retailers
Blue hoodie/sweatshirt Or school jumper for outdoor lessons	Required	No branding	Available from regular retailers
School book bag	Optional	School logo	Available from school supplier.

Parents who do not wish to buy the optional branded PE kit must acquire a PE kit meeting the following criteria:

- Plain white T-shirt with no branding or logos from professional sports teams
- Plain black shorts or tracksuit bottoms with no branding or logos from professional sports teams
- Suitable trainers

Parents are responsible for ensuring their child brings their PE kit to school when needed.

Jewellery

- No earrings are permitted
- No items of jewellery are permitted
- A sensible wrist watch may be worn.

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded.

School bag

Pupils must use a book bag to carry their reading book and homework. No rucksacks or large bags are permitted.

Hairstyles

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Hair longer than shoulder length must be tied up.

Adverse weather

All pupils are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

For hot temperatures.

- Pupils are advised not to wear any jumpers or blazers during heatwaves.
- Summer dresses/grey school shorts can be worn instead of skirts/trousers/pinafores

For cold temperatures:

- Scarfs, gloves, coats and hats when they are outside.
- Trousers, or thick tights with skirts.

Labelling

Put child's name clearly on each item of clothing.

Any lost clothing is be taken to the lost property box in school. All lost property is retained during that term and is disposed of if it is not collected within this time.

Monitoring and review

This policy is reviewed every two years by the chair of governors and the headteacher.

Uniform Policy – Rational for Rules on Wearing of Earrings and Jewellery

For the safety and well-being of all our pupils, **children are not permitted to wear earrings of any kind in school, including on PE days.** This policy applies to all types of earrings—including studs, hoops, retainers, and expanders.

The safety of our pupils is of paramount importance, particularly during physical activity, playtimes, and PE lessons, where the risk of injury from snagging, pulling, or tearing is significantly increased. On a personal note, I have previously had to take a child to A&E at a former school due to a serious ear injury caused by an earring being accidently ripped out

during playtime. **I am determined to avoid this kind of injury here**, which is why our policy is so strictly enforced.

We base this policy on clear guidance from expert bodies, including The Association for Physical Education (afPE), which states:

"Schools have a duty of care to ensure students are able to participate actively without unnecessarily endangering themselves or those working around them. A clear and consistently applied policy for the removal of personal effects should be in place... This applies to all ear and body piercings, including retainer and expander earrings."

To comply with this essential duty of care and ensure a safe environment for all, we kindly ask that **all earrings and jewellery are removed before your child arrives at school each day.**

Please note:

- Staff are **not permitted** to remove earrings for pupils.
- Taping over earrings is **not** an acceptable or safe alternative as it will not prevent tearing of the ear.

If a child arrives at school wearing earrings, we regretfully must take steps to ensure their safety and the safety of others during physical play. Therefore, children wearing earrings will be asked to remain off the playground during breaktimes and lunchtimes. **This is not intended as a punishment, but a necessary safety measure** as we cannot guarantee their safety or the safety of others from injury during active outdoor play.

We sincerely appreciate your support in helping us maintain a secure and compliant environment for all children.

We make reasonable adjustments for students with a protected characteristic.

Activity/Mechanism	**Increased Risk**	**Injury Example**
Contact Sports/Games	High	Another student's hand, finger, or clothing catches the earring, **tearing the earlobe**.
Using Apparatus	High	The earring gets **snagged on climbing equipment, nets, or ropes**.

Activity/Mechanism	Increased Risk	Injury Example
Ball Sports	Moderate	A ball hits the ear, forcing the post of a stud earring **into the back of the ear/neck area**, which is a serious concern.
Free Play/Recess	Moderate	Getting bumped, pushed, or falling while playing.