

# School Uniform Policy for



# All Hallows Catholic School

## Document Control

Date	Version	Changes	Senior Leadership Team Approval	Governing Board Approval
23 Sept 22	V1.0	Uploaded to new format for 2022/2023, Approved & Published	M Baines / D Hurley	Education & Standards Committee
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## Our School Vision

Our vision at All Hallows is to form happy, successful students who reach their full potential and leave the school with integrity and moral purpose. We want a whole school experience that everyone would wish for their own children. We put our students at the heart of everything we do, guided by the truth and love of Christ.

## 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; and
- Clarify our expectations for school uniform.

## 2. Key Personnel

Designated Safeguarding Leads (DSL(s) are: [dsl@allhallows.net](mailto:dsl@allhallows.net)

Mr David Hurley - [d.hurley@allhallows.net](mailto:d.hurley@allhallows.net), Tel: 01252 319211

Mr Chris Rees - [c.rees@allhallows.net](mailto:c.rees@allhallows.net), Tel: 01252 319211

Deputy DSL(s) are:

Head of Lower School: Mr Rob Antrobus - [r.antrobus@allhallows.net](mailto:r.antrobus@allhallows.net)

Head of Upper School: Miss Vikki Milnes - [v.milnes@allhallows.net](mailto:v.milnes@allhallows.net)

Head of College: Mrs Melody Esho - [m.esho@allhallows.net](mailto:m.esho@allhallows.net)

Special Education Needs & Disabilities Co-ordinator (SENDCo): Miss Rebecca Peters - [r.peters@allhallows.net](mailto:r.peters@allhallows.net)

Inclusion & Home School Link Officer: Mrs Paula Hart - [p.hart@allhallows.net](mailto:p.hart@allhallows.net)

Lay Chaplain: Mrs Teresa Fanshawe - [t.fanshawe@allhallows.net](mailto:t.fanshawe@allhallows.net)

The nominated Safeguarding Governor - Mrs Helen Stephenson - [h.stephenson@governors.allhallows.net](mailto:h.stephenson@governors.allhallows.net)

The Headteacher - Mr Mark Baines - [m.baines@allhallows.net](mailto:m.baines@allhallows.net)

The Chair of Governors - Mr Ian Anderson - [i.anderson@governors.allhallows.net](mailto:i.anderson@governors.allhallows.net)

## 3. 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:

- 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; and
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with David Hurley (Assistant Headteacher) who can answer questions about the policy and respond to any requests.

## 4. 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 make sure our uniform:

- Is available at a reasonable cost; and
- 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, for example, by only asking that the blazer, worn over the jumper, features the school logo;
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties;
- 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;
- Considering alternative methods for signaling 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; and
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

## **5. Expectations for school uniform**

### **5.1 Our school's uniform**

To show respect for ourselves and others, adhering to the uniform policy of the school helps you to practise the core virtue of consistency. Wearing our uniform is a privilege, it gives us a sense of pride and engenders a sense of community. We should be proud to be seen to be part of the All Hallows Family.

#### **All Students**

- Blazers must be worn by all students. Maroon in Years 7, 8, and 9 and Blue in Years 10 and 11. Students who need an extra layer underneath their blazers may wear the regulation V-necked pullover. No other pullovers/ 'hoodies' are allowed. Blazer sleeves should not be rolled up.
- Shirts must be plain white school shirts, not fitted shirts or polo shirts, long enough to be worn tucked in with buttons to the neck, fastened at the top.
- School ties must be worn, correctly adjusted, with four stripes showing.
- Shoes must be plain black and flat, sensible, school shoes, NOT any form of trainer or canvas shoe.
- If shoes break before the weekend, or there is something medically wrong which means school shoes cannot be worn, please bring in a note.
- Consult the school website for photos of acceptable and unacceptable school shoes.
- No jewellery may be worn in school, with the exception of a wristwatch and one pair of small ear studs (one stud per ear). No nose studs allowed.
- Hoodies are not allowed in school. Outdoor coats should be taken off when entering the classroom.
- Trousers Drainpipe /extreme skinny trousers are not permitted.
- Hair must be smart and tidy. Skin fades and differing extremes in length are not permitted. Colouring hair to a non-natural colour is not permitted.
- Make-up (including fake tan, false nails, false eye lashes and nail varnish) is not allowed and must not be brought into school. Tattoos, including imitation tattoos are not permitted.

#### **All Students**

- Students in Years 7, 8 and 9 wear the grey, knee-length pleated skirt or grey regulation school trousers. Skirts must be worn at the correct length.



- Students in Years 10 and 11 wear the regulation black, knee-length pleated skirt or black regulation school trousers. Skirts must be worn at the correct length. Socks or tights in all years should be black or grey.

### Shoes

Appropriate shoes should be worn throughout the school day.

### PE Uniform

#### Students Years 7-9

Training shoes

Long sports socks (maroon)

Tennis socks (white) (above the ankle)

Sports shorts / skorts (maroon)

Polo shirt (maroon)

Navy fleece top (optional)

Rugby shirt (optional)

Navy base layer (optional)

Studded boots are recommended, as are shin pads

Swimming costume / swimming trunks or shorts (black or blue) - not beachwear

Swimming hat (compulsory - any colour)

Goggles (optional)

Towel

#### Students Years 10-11

Training shoes

Long sports socks (navy)

Tennis socks (white)

Polo shirt (navy)

Sport shorts or skorts (navy)

Navy fleece top (optional)

Navy base layer (optional)

Sports leggings (black or navy)

Rugby shirt (blue or navy) (optional)

(As students cover a range of activities, they may require swimming costume and hat, studded boots, shin pads, gum shield, as appropriate)

### All Years

Training shoes must be proper trainers, NOT canvas plimsoll or fashion style sports shoes.

No jewellery is to be worn.

## 5.2 Where to purchase it

Our school uniform can be purchased via Edgar Jerome [www.edgarjerome.co.uk](http://www.edgarjerome.co.uk)

## 6. Expectations for our School Community

### 6.1 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; and
- 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 Mr David Hurley (Assistant Headteacher) if they want to request an amendment to the uniform policy in relation to their protected characteristics.



## 6.2 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; and
- In good condition.

Parents are also expected to contact Mr David Hurley (Assistant Headteacher) if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics; and
- 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; and
- Dealt with in accordance with our school's complaints policy.

The school will work closely with parents to arrive at a mutually acceptable outcome.

## 6.3 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 Mr David Hurley (Assistant 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.

## 6.4 Governors

The Governing Body 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; and
- Offers a uniform that is appropriate, practical and safe for all pupils

The Governing Body 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.

## 7. Monitoring Arrangements

This policy will be reviewed annually by Mr David Hurley. At every review, it will be approved by Education & Standards Committee.

## 8. Links to Other Policies

This policy is linked to our:

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



