



St Matthias School

School Uniform Policy

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Headteacher signature:	Chair of Governors signature:
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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 sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all children 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 children
- Allow all children to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all children to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow children to request changes to swimwear for religious reasons
- Allow children to wear headscarves and other religious or cultural symbols
- Allow children with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for adaptations to our policy on the grounds of equality by asking children or their parents to get in touch with Alison Hossack 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 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:

- 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 or long-lasting items, such as ties, scarves and blazers.
- Considering cheaper alternatives to school-branded items as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items children 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 if it creates additional annual costs
- Avoiding different uniform requirements for extra-curricular activities
- 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 and encouraging families to feel comfortable sharing any concerns and working together to find solutions
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and children 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

1. Smart tailored black trousers or plain knee length black skirt **(unbranded)**
2. White Shirt **(unbranded)**
3. School Tie or Scarf **(branded item £5 – purchased from school)**
4. School Blazer **(branded item £38 – purchased from school)**
5. Black socks or tights **(unbranded)**
6. Completely black coat with no large logos **(unbranded)**
7. Black Leather type shoes or boots **(unbranded)**

PE Kit

8. PE top – **(branded item £12.50 – purchased from school)**
9. PE shorts – **(branded item £9.75 – purchased from school)**
10. PE socks - **(branded item £5.50 – purchased from school)**
11. Basic Trainers – **(unbranded)**
12. **Optional** - Plain generic unbranded navy blue tracksuit **(unbranded)**
13. **Optional** – PE Hoody/Sweater **(branded item £18.50 – purchased from school)**
14. **Optional** – PE tracksuit trousers **(branded item £21 – purchased from school)**
15. **Optional** - PE Sports leggings **(branded item £16.50 – purchased from school)**

4.2 Where to purchase it

- All branded items will be available from school
- All unbranded items can be bought from any high street retailer e.g. ASDA
- Any families experiencing any difficulty in sourcing or purchasing items to contact school for advice and guidance

5. Expectations for our school community

5.1 Children

Children 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)

Children are also expected to contact Alison Hossack 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 Alison Hossack 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 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.

5.3 Staff

All staff will closely monitor children to make sure they are in correct uniform. They will give any children and families breaching the uniform policy the opportunity to rectify, Form Tutors and Year Leaders will follow it up and liaise with Alison Hossack for clarification. If the situation doesn't improve the leadership team will become involved

Ongoing breaches of our uniform policy will be dealt with by the Senior Leadership Team. (refer to our Statement of behaviour principles and Behaviour Policy)

In cases where it is suspected that financial hardship has resulted in a child not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

5.4 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 children
- Offers a uniform that is appropriate, practical and safe for all children

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.

6. Monitoring arrangements

This policy will be reviewed annually. At every review, it will be approved by the Chair of Governors.

7. Links to other policies

This policy is linked to our:

- Statement of behaviour and behaviour policy
- Anti-bullying policy
- Complaints policy