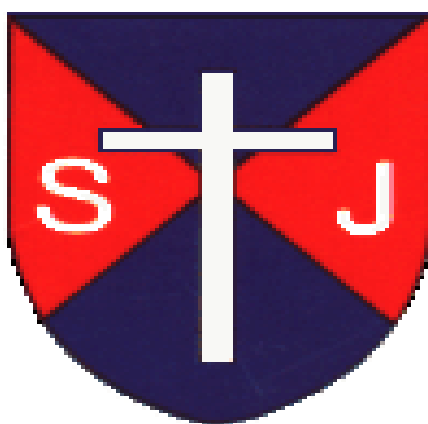


# Saint Joseph's Catholic Primary Voluntary Academy.



## School uniform policy

Written February 2008  
Updated February 2010  
Updated February 2012  
Updated March 2014  
Updated September 2016  
Updated May 2017  
Updated May 2019  
Updated July 2020

## **School uniform policy**

<b>Date</b>	<b>Review Date</b>	<b>Coordinator</b>	<b>Nominated Governor</b>
<b>July 2020</b>	<b>July 2022</b>	<b>Mrs. E. McCullagh</b>	<b>Mr.R. Mellows</b>

St Joseph's Catholic Primary Voluntary Academy policy is that all children should wear clothing that is in keeping with a purposeful learning and positive ethos.

All children attending our school should wear school uniform when attending school, or when participating in an event organised by school outside normal school hours.

### **Equality, Diversity and Inclusion**

At St Joseph's, we aim to ensure that no member of the school community experiences harassment, less favourable treatment or discrimination within the learning environment because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their religion or beliefs.

We value the diversity of individuals within our school and do not discriminate against anyone because of 'differences'. We believe that all our children matter and we value their families too.

We give our children every opportunity to achieve their best by taking account of our children's range of life experiences when devising and implementing school policies and procedures.

### **Aims**

Our policy is based on the belief that a school uniform:

- promotes a sense of pride in the school
- engenders a feeling of belonging
- is practical and smart
- identifies the children with the school
- is not distracting in class (as fashion clothing might be)
- makes children feel equal to one another in terms of appearance
- reflects the sense both of community and of diversity that the school takes pride in
- is regarded as suitable, and good value for money, by most parents

### **Parental Responsibility**

Parents are reminded that admission to the school is on the grounds that governor approved policies are adhered to. By sending your child to St Joseph's, you are agreeing to the terms and conditions of these policies.

- It is the responsibility of all parents / carers who send their children to St Joseph's to ensure that their child fully complies with our school uniform policy.
- We believe that parents / carers have a duty to send their children to school correctly dressed and ready for their daily school attendance.
- We ask that parents / carers ensure that their child has the correct uniform, and that it is clean and in good repair.

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- We would NOT discriminate against a child or family having financial difficulties in providing uniform and will do all we can to support families with difficulties.

#### **Uniform**

Branded school items such as V-neck sweatshirts, cardigans and P.E. shirts with the school logo can be purchased from Unifrom direct. However these are not a requirement and all other school items can be purchased from stores such as Asda M&S, Tesco and general school outfitters. Our policy is to ensure that parents have a choice of retailers to purchase different items from.

#### **School uniform**

Our uniform comprises of:

- Red sweatshirt, branded jumper or cardigan
- White shirt/blouse or polo t-shirt
- Black or grey trousers, shorts or skirts
- Red check/striped dress in warmer weather.

#### **PE kit**

Children are to come into school wearing their PE kit which comprises of:

##### **Indoor kit**

- White t-shirt
- Black shorts
- Black plimsolls (not trainers for indoor use please)

##### **Outdoor kit**

- White t-shirt
- Black or grey tracksuit bottoms
- Hooded black or grey tracksuit top
- Trainers

As well as wearing school uniform pupils and parents at St Joseph's are expected to abide by the following rules regarding appearance:-

- **Black flat shoes** which fully enclose the child's foot and are fastened with Velcro or a buckle – sandals are not appropriate for health and safety reasons. Shoes with laces are acceptable in Key Stage 2, however children should be able to tie their laces independently.
- **Trainers** are allowed as part of the outdoor PE uniform only. Children will not be allowed to wear trainers during the non PE days.
- **Earrings** are not allowed as part of our uniform policy.
- **Watches** an analogue watch may be worn by children in Key Stage 2 to help children learn to tell the time but we take no responsibility for any expensive watches/fitness watches, smart watches which are worn in school.

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- **Extreme Hairstyles** e.g. coloured hair, hair with logos or shapes cut out, styles that are obviously not in keeping with what is normal within the school, are not allowed and the Headteacher reserves the right to instruct parents to collect child/children whose hairstyle/s contravenes this ruling. If in doubt, always check first.
- **Long hair** should be tied back in school but particular for PE, Science, Investigations and Design and Technology for health and safety reasons.

### **Role of the Governing Body**

The Governing Body has:

- appointed a member of staff to be responsible for coordinating and promoting spiritual, moral, social and cultural development throughout;
- delegated powers and responsibilities to the Headteacher to ensure all school personnel and stakeholders are aware of and comply with this policy;
- responsibility for ensuring that the school complies with all equalities legislation;
- nominated a designated Equalities governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- responsibility for ensuring funding is in place to support this policy;
- make effective use of relevant research and information to improve this policy;
- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- responsibility for ensuring all policies are made available to parents;
- the responsibility of involving the School Council in the development, approval, implementation and review of this policy;
- nominated a link governor to visit the school regularly, to liaise with the Headteacher and the coordinator and to report back to the Governing Body;
- responsibility for the effective implementation, monitoring and evaluation of this policy

### **Role of the Headteacher**

The Headteacher will:

- ensure all school personnel, pupils and parents are aware of and comply with this policy;
- work closely with the link governor and coordinator;
- provide leadership and vision in respect of equality;
- make effective use of relevant research and information to improve this policy;
- provide guidance, support and training to all staff;
- monitor the effectiveness of this policy by:
  - monitoring learning and teaching through observing lessons
  - monitoring planning and assessment
  - speaking with pupils, school personnel, parents and governors
- annually report to the Governing Body on the success and development of this policy

### **Role of the Nominated Governor**

The Nominated Governor will:

- work closely with the Headteacher;
- ensure this policy and other linked policies are up to date;
- ensure that everyone connected with the school is aware of this policy;
- attend training related to this policy;

### **Role of the Coordinator**

The coordinator will:

- lead the development of this policy throughout the school;
- work closely with the Headteacher and the nominated governor;
- make effective use of relevant research and information to improve this policy;
- provide guidance and support to all staff;
- provide training for all staff on induction and when the need arises regarding;
- keep up to date with new developments and resources;
- undertake risk assessments when required;
- review and monitor;

### **Role of School Personnel**

School personnel will:

- comply with all aspects of this policy;
- maintain high standards of ethics and behaviour within and outside school and not to undermine fundamental British values;
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination;
- attend appropriate training sessions on equality;
- report any concerns they have on any aspect of the school community

### **Role of the School Council**

The School Council will be involved in:

- discussing improvements to this policy during council meetings with Mrs Bradley;
- organise surveys to gauge the thoughts of all pupils;
- reviewing the effectiveness of this policy with Mrs Bradley

### **Role of Pupils**

Pupils will:

- be aware of and comply with this policy;
- listen carefully to all instructions given by the adults in school;

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- ask for further help if they do not understand;
- treat others, their work and equipment with respect;
- support the school Code of Conduct and guidance necessary to ensure the smooth running of the school;
- liaise with the school council;
- take part in questionnaires and surveys

### **Role of Parents/Carers**

Parents/carers will:

- be aware of and comply with this policy;
- be asked to take part in periodic surveys conducted by the school

### **Raising Awareness of this Policy**

We will raise awareness of this policy via:

- the school website
- the Staff Handbook
- meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops
- school events
- meetings with school personnel
- communications with home such as weekly newsletters and of end of half term newsletters
- reports such annual report to parents and Headteacher reports to the Governing Body
- information displays in the main school entrance

### **Training**

All school personnel:

- have equal chances of training, career development and promotion
- receive training on induction which specifically covers:
  - All aspects of this policy
  - Promotion of British Values
  - Equal opportunities
  - Inclusion
- receive periodic training so that they are kept up to date with new information
- receive equal opportunities training on induction in order to improve their understanding of the Equality Act 2010 and its implications

## **Equality Impact Assessment**

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

## **Monitoring the Implementation and Effectiveness of the Policy**

The practical application of this policy will be reviewed annually or when the need arises by the coordinator, the Headteacher and the nominated governor.

<b>Headteacher:</b>	<i>E. McCullagh</i>	<b>Date:</b>	July 2020
<b>Chair of Governing Body:</b>	<i>R. Mellows</i>	<b>Date:</b>	July 2020

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**Initial Equality Impact Assessment**

Please complete an initial equality impact assessment once this policy has been customised to suit your purposes.

Policy Title	The aim(s) of this policy	Existing policy (✓)	New/Proposed Policy (✓)	Updated Policy (✓)
<b>Uniform policy</b>	To ensure we comply with the law relating to school uniforms			✓

This policy affects or is likely to affect the following members of the school community (✓)	Pupils	School Personnel	Parents/carers	Governors	School Volunteers	School Visitors	Wider School Community
	✓	✓	✓	✓	✓	✓	✓

Question	Equality Groups																		Conclusion							
Does or could this policy have a negative impact on any of the following?	Age			Disability			Gender			Gender identity			Pregnancy or maternity			Race			Religion or belief			Sexual orientation			Undertake a full EIA if the answer is 'yes' or 'not sure'	
	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Yes	No
		✓			✓			✓			✓			✓			✓			✓			✓			
Does or could this policy help promote equality for any of the following?	Age			Disability			Gender			Gender identity			Pregnancy or maternity			Race			Religion or belief			Sexual orientation			Undertake a full EIA if the answer is 'no' or 'not sure'	
	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Yes	No
	✓			✓			✓			✓			✓			✓			✓			✓			✓	
Does data collected from the equality groups have a positive impact on this policy?	Age			Disability			Gender			Gender identity			Pregnancy or maternity			Race			Religion or belief			Sexual orientation			Undertake a full EIA if the answer is 'no' or 'not sure'	
	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Yes	No
	✓			✓			✓			✓			✓			✓			✓			✓			✓	

<b>Conclusion</b>	We have come to the conclusion that after undertaking an initial equality impact assessment that a full assessment is not required.
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<b>Preliminary EIA completed by</b>	<b>Date</b>	<b>Preliminary EIA approved by</b>	<b>Date</b>
Kate Melling	July 20	E. McCullagh	July 20



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**Policy Evaluation**

**Policy Approval Form**

<b>Policy Title:</b>	Biometric data					<b>Date when written:</b>	July 2020	
<b>Policy written by:</b>	Kate Melling				<b>New Policy</b> (✓ or x)	✓	<b>Revised Policy</b> (✓ or x)	
<b>Stakeholders consulted in policy production:</b> (✓ or x)	<b>Governors</b>	<b>Senior Leadership Team</b>	<b>Teaching Personnel</b>	<b>Support Personnel</b>	<b>Administrative Personnel</b>	<b>Parents</b>	<b>Pupils</b>	<b>Local Community</b>
	✓	✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Date when approved by Governors:</b>			<b>Date when presented to stakeholders:</b>	December 2015 March 2016 Dec 2017		<b>Date when implemented:</b>	December 2015 March 2016 Dec 2017	
<b>Published on:</b> (✓ or x)	<b>School Website</b>		<b>School Prospectus</b>			<b>Staff Handbook</b>		
	✓		<input type="checkbox"/>			<input type="checkbox"/>		