

# ST BERNARD'S HIGH SCHOOL

## School Uniform Policy



Approved by:	Full Governing Board	Date: July 2024
Last reviewed on:		
Next review due by:	July 2026	

## **Mission Statement**

*St Bernard's is a school community that aims to live by Jesus' commandment "love one another as I have loved you."*

*We are a Catholic learning community committed to the on-going development of the entire potential of every person, achieved through a broad, balanced and relevant curriculum.*

*We care for each other as individuals of equal worth, regardless of status, sex, race or religion and thus actively seek to promote safeguarding, justice and fairness.*

*We provide an atmosphere in which all can grow in our Faith, and encourage this faith by a lively relevant liturgy.*

*We work with parents, parishes, local communities and industry to prepare our students for the opportunities of adulthood.*

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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, 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 students 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 students
- Avoid different requirements for house groups as we have white shirts in Years 10 and 11
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow students to wear headscarves and/or other religious garments
- Allow students 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 Facilities Manager, 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 extra-curricular activities
- 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**

- Branded items: School Jumper / School Tie for Sixth Form
- Non Branded items: School blouse (Y7-9 blue/white check – Y10-11 white), Socks (navy blue, black or white knee or ankle no logos) Tights (navy, black or flesh coloured (no patterns)
- PE Uniform: Shirt (Navy/Sky Blue with School Logo)/ Tracksuit (Navy/Sky Blue with School Logo) / Leggings (Navy Blue No School Logo) / Shorts (Navy /Sky Blue no School Logo / Hooded Top (Navy Blue with School Logo)
- Jewellery & Hairstyles;
  - Students may wear a watch but smart watches are not allowed.
  - Hair accessories should be in navy blue, black or brown.
  - Hair should be of a natural colour.
  - One pair of ear studs (one in each lobe). Students are not permitted to have any other piercings
  - Nail varnish, and makeup are not allowed. This includes false eyelashes and false nails or extensions
- Shoes: Sensible black low heeled, 2.5 maximum. No platforms, stilettos, sling backs, sandals, trainers plimsolls or boots are allowed. This includes ankle boots with the exception of Kicker High Tops
- Coat: A Plain coat in a single colour in a suitable style for school (no leather, denim or sweatshirts may be worn)

##### **4.2 Where to purchase it**

- Our Uniform Supplier is; Danielle's of Rayleigh, Unit 5B, Claydons Lane, Rayleigh, Essex SS6 7UP. [www.daniellessshop.co.uk](http://www.daniellessshop.co.uk)
- Pre-loved uniform is available via the School's PTFA.

#### **5. Expectations for our school community**

##### **5.1 Students**

Students 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)

Students are also expected to contact the Headteacher 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 the Headteacher 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 students to make sure they are in correct uniform. They will give any students 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 Head of Year

In cases where it is suspected that financial hardship has resulted in a student 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 students
- Offers a uniform that is appropriate, practical and safe for all students

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 by Deputy Headteacher, every three years. At every review, it will be approved by the full governing board.

## **7. Links to other policies**

This policy is linked to our:

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