



All Saints Catholic Collegiate



Uniform Policy

POLICY

This policy has been adopted on behalf of all five academies in the All Saints Catholic Collegiate (ASCC)

**St. Augustine's Catholic Academy
St. Gregory's catholic Academy
St. Maria Goretti Catholic Academy
Our Lady's Catholic Academy
St. Thomas More Catholic Academy**

Approval and review

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| Committee to approve policy | ASCC BOD |
| Date of Board / Academy Committee Approval | September 2022 |
| Chair of Board / Academy committee – Name | Mrs A Middleton-Hill |
| Signature |  |
| Senior Executive Leader | Mrs M Yates |
| Signature |  |
| Policy review period | 12 months |
| Date of policy review | September 2023 |

MISSION STATEMENT

**With respect for God and united in faith, we place service before self
to inspire hearts and minds.**

**By achieving together through our love and faith, we place Christ at the centre of all
we do.**

**Our Academy ensures that Christ is at the centre of all that we do and that every
member of our community is known, loved and respected.**

**Through the Gospel Values of love, reconciliation, justice and peace we recognise
everyone as a Child of God.**

**We work together so that our pupils are supported to serve others and achieve their
full potential in a caring, safe and secure environment.**

United in Faith, Love and Learning

| Version Control | | | |
|-----------------|---------------|------|------------------------|
| Version | Date Approved | Page | Reason for Alterations |
| 1 | | | New Policy |
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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 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
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the academy, 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 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
- Making sure that each academy has arrangements in place for parents to acquire second-hand uniform items from the school office.
- Consulting with parents 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

Each academy school within the All Saints Catholic Collegiate has their own specific uniform.

Comprehensive information is available to parents and carers and can be found on each academy website. <https://www.stmca.org.uk/wp-content/uploads/2022/09/uniform-policy-appendix-1.pdf>

5. Expectations for our school community

5.1 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
- 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 the if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Second hand uniform is available from the school office.

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 and clearly labelled with the child's name (if appropriate)
- In good condition

Parents are also expected to contact the academy 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 locally
- Dealt with in accordance with our school's complaints policy

5.3 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 the 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..

5.4 Governors

The All Saints Catholic Collegiate board will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across our academies.
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

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 annually by the ASCC Board of Directors.

7. Links to other policies

This policy is linked to our:

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