



Archdiocese of Birmingham



St Thomas More

Catholic Academy

Uniform Policy

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SLT Responsible:	Phil Shufflebotham
Headteacher:	Mark Rayner
Chair of the Academy Representatives:	Rob Fello
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Mission Statement

Christ is at the heart of our community, where everyone is known and loved.

In fulfilling our mission, we are a school of prayer. We live as a community of love, peace and reconciliation, valuing everyone's dignity as a child of God and promoting the growth and achievement of the whole person.

Aims of this Policy

This policy aims to:

- Promote a calm, safe and purposeful environment.
- Ensure students are smart, presentable and ready to learn.
- Promote equality, inclusion and a sense of belonging.
- Support high expectations and positive behaviour.
- Reduce peer pressure and social competition.
- Ensure uniform expectations are fair, reasonable and affordable.
- Clarify expectations for students, parents and staff.
- Ensure compliance with Department for Education guidance and the Equality Act 2010.

The Academy believes that high standards of uniform contribute significantly to a calm, orderly and successful school culture where all students can flourish academically, socially and spiritually.

Legal Framework

This policy has been developed in line with:

- Department for Education Guidance on the Cost of School Uniform
- Behaviour in Schools Guidance
- Equality Act 2010
- Human Rights Act 1998
- Education and Inspections Act 2006

This policy should be read alongside:

- Behaviour for Learning Policy
- SEND Policy
- Accessibility Plan
- Safeguarding Policy
- Anti-Bullying Policy

Equality, Inclusion and Reasonable Adjustments

The Academy recognises its duties under the Equality Act 2010.

Reasonable adjustments to uniform expectations may be made where required due to:

- disability
- medical need
- SEND
- sensory needs
- religion or belief
- protected characteristics

Parents/carers should contact the school should adjustments be required. The Academy will always seek to work collaboratively and sensitively with families to resolve concerns.

Safeguarding and Culture

The Academy recognises that presentation, punctuality, equipment and uniform can be safeguarding indicators.

Sudden changes in presentation, repeated uniform concerns or refusal to comply with expectations may indicate unmet need, vulnerability or wider safeguarding concerns and may be followed up appropriately.

Uniform expectations form part of the Academy's wider commitment to:

- safeguarding
- positive behaviour
- readiness to learn
- preparation for adulthood
- community pride

Costs of Uniform

The Academy is committed to ensuring that uniform is affordable and represents good value for families.

To support this:

- Branded items are kept to a minimum.
- Second-hand uniform is available through the school.
- The Academy will work with families experiencing financial hardship.
- Generic supermarket alternatives may be worn where appropriate.

The Academy will regularly review uniform costs in line with DfE guidance.

Main School Uniform

Students are expected to wear full Academy uniform at all times unless otherwise agreed by the school.

Required Uniform

- Black Academy blazer with logo
- White shirt with collar
- Academy tie
- Black Academy V-neck jumper (optional)
- Black trousers OR grey skirt
- Plain ankle socks or black tights
- Plain black sensible school shoes

Footwear Expectations

Acceptable footwear:

- Plain black leather or leather-look shoes
- Flat or low-heeled shoes
- No visible logos or coloured markings

The Headteacher reserves the right to determine whether footwear is appropriate.

PE Kit

Students are expected to bring full PE kit to every lesson, even if excused from physical activity.

PE Kit Expectations

- Plain black shorts or plain black tracksuit bottoms / sports leggings
- STMCA blue PE polo shirt
- STMCA rugby top (optional/recommended for outdoor use)
- STMCA PE hoodie or sweatshirt (optional)
- Trainers suitable for sport
- Plain black football socks or plain white sports socks

Additional recommended items:

- Football boots
- Shin pads
- Gum shield

PE kit should be carried in a separate PE bag.

Hair, Jewellery and Appearance

The Academy prepares students for adulthood, employment and wider society. Standards of appearance should reflect a professional educational environment.

Hair

- Hairstyles should be neat, appropriate and non-disruptive.
- Extreme styles, patterns, slogans, shaved designs or tramlines are not permitted.
- Cultural headwear must be plain black.

Make-Up and Nails

- Make-up should be discreet and nails should be a natural length.

Jewellery

Permitted items:

- One small pair of stud earrings.
- One small nose stud.
- Wristwatch.

No other facial or body piercings are permitted.

Jewellery may need to be removed for PE and practical subjects, for health and safety reasons.

Equipment and Readiness to Learn

Students are expected to arrive fully equipped for learning each day.

This includes:

- school bag suitable for A4 folders/books
- pens, pencils and equipment
- planner (KS3)
- PE kit when required
- compliance with the Academy mobile phone pouch system

Uniform Checks and Enforcement

Uniform checks take place:

- on arrival to school
- during form time
- throughout the school day

Where students do not meet expectations:

- staff will seek to resolve issues calmly and professionally
- students may be provided with loan uniform where available
- parents may be contacted
- sanctions may be issued in line with the Behaviour Policy

Repeated refusal to comply may result in escalated sanctions.

Roles and Responsibilities

Students

Students are expected to:

- wear full uniform correctly
- take pride in their appearance
- follow staff instructions regarding uniform
- arrive ready to learn

Parents/Carers

Parents/carers are expected to:

- support the Academy's uniform expectations
- ensure students attend in correct uniform
- communicate concerns appropriately
- work collaboratively with the school

Staff

Staff will:

- apply expectations fairly and consistently
- support students respectfully
- consider individual circumstances
- uphold Academy standards