



ST WULSTAN'S
CATHOLIC PRIMARY
SCHOOL

Uniform Policy

Version:	1
Date created/updated:	September 2023
Ratified by:	Mrs Jenn Hill
Date ratified:	October 2023
Date issued:	October 2023
Policy Review Date:	September 2024
Post Holder Responsible for Review:	Mrs Emma Brocklesby



Commitment to Equality:

We are committed to providing a positive working environment which is free from prejudice and unlawful discrimination and any form of harassment, bullying or victimisation. We have developed a number of key policies to ensure that the principles of Catholic Social Teaching in relation to human dignity and dignity in work become embedded into every aspect of school life and these policies are reviewed regularly in this regard.

This Uniform Policy has been approved and adopted by St Wulstan's Catholic Primary School on October 2023 and will be reviewed in September 2024.

Signed by the Chair of the Local Governing Body for St Wulstan's Catholic Primary School:

Mrs Jenn Hill

J.Hill

Signed by the Executive Principal for St Wulstan's Catholic Primary School:

Mrs Emma Brocklesby

E.Brocklesby

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DEFINITIONS

The Company's standard set of definitions is contained at Definition of Terms – please refer to this for the latest definitions.

1. Safeguarding

- 1.1. At St Wulstan's Catholic Primary School we play a crucial role in preventative education. Preventative education is a whole school approach that prepares pupils for life in modern Britain and creates a culture of zero tolerance for sexism, misogyny/misandry, homophobia, biphobia and sexual violence/harassment.

2. GDPR and Data Protection

- 2.1. This policy adheres to the principles under data protection law. For further information please review the school's data protection policy published on the school's website.

3. Aims and Objectives

- 3.1. This policy aims to set out St Wulstan's Catholic Primary School's approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers.
- 3.2. It aims to explain how we will avoid discrimination in line with St Wulstan's Catholic Primary School's legal duties under the Equality Act 2010.
- 3.3. The policy also aims to clarify St Wulstan's Catholic Primary School's expectations for school uniform.

4. Legal Duties

- 4.1. The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.
- 4.2. To avoid discrimination, St Wulstan's Catholic Primary School's 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 for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Executive Principal or Head of School via enquiry_wul@emmausmac.com who can answer questions about the policy and respond to any requests.

5. Limiting the Cost of School Uniform

- 5.1. St Wulstan's Catholic Primary 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.
- 5.2. 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.
- 5.3. We will make sure our uniform:
 - is available at a reasonable cost.
 - provides the best value for money for parents/carers.
- 5.4. 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.
 - 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 leveler.
 - Avoiding different uniform requirements for different year/class/house groups.
 - Avoiding different uniform requirements for extra-curricular activities.
 - Making sure that arrangements are in place for parents to acquire second-hand uniform items. This can be done by contacting the school office in person or via secretary@wulsev.worcs.sch.uk
 - Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes.
 - Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

6. Expectations for School Uniform

Winter uniform (October half term to end of Summer Term)	
Uniform	Notes
Grey skirt, grey pinafore or grey tailored trousers White school shirt with St Wulstan's School tie Grey socks or grey/red tights	Lycra or jersey fabric trousers are not permitted Shirts may be long or short sleeved
Grey or red V neck jumper, cardigan or sweatshirt	Branded with school logo or without logo
Black school shoes	Boots, trainers or open toe sandals are not permitted
Summer uniform (Start of Summer Term to October half term)	
Uniform	Notes
Grey tailored trousers or shorts, grey skirt or pinafore Red polo shirt or white school shirt and tie Grey socks OR Red checked dress White socks	Lycra or jersey fabric trousers are not permitted No white polo shirts or blouses Shirts may be long or short sleeved Culottes, playsuits or polo topped dresses are not permitted
Grey or red V neck jumper, cardigans or sweatshirt	Branded with school logo or without logo
Black school shoes	Boots, trainers or open toe sandals are not permitted
PE Kit	
Indoor Kit	Outdoor Kit
White polo shirt Red shorts Black pumps	Black/grey joggers and black/grey hoodie or sweatshirt Trainers
Swimming	Notes
One piece swimsuit or swimming trunks Red swimming cap	Bikinis and tankinis are not permitted
Bags and Bottles	
Accepted	Notes
Red draw string PE bags Red reading bag KS1 Small backpack for KS2	Branded with school logo or without logo

Bottle filled daily with water only	School logo water bottles only
All clothing, footwear and bags must be clearly labelled with the pupil's name.	

7. Hair

- 7.1. Extreme hairstyles are unacceptable: tramlines, undercuts or patterns shaved into pupil's head are not permitted.
- 7.2. School requests that hair is cut no shorter than grade 3.
- 7.3. Pupils' hair must not be dyed, bleached or highlighted.
- 7.4. Pupils with long hair must ensure that it does not impede their vision, cover their face or provide a health and safety risk.
- 7.5. School will ask pupils to tie longer hair back - a plain hairband or bobble may be used.
- 7.6. Bandana style hairbands and flowers/bows or excessive hair accessories are not to be worn; however, red or grey hair clips or bands are acceptable.
- 7.7. Final decisions about suitability will be made by the Executive Principal or Head of School.

8. Nails

- 8.1. Nail varnish, gels and acrylic nails are not permitted.
- 8.2. School requests that pupils nails are kept short and natural.

9. Jewellery

- 9.1. Small, plain gold or silver studs for pierced ears are permitted but must be removed or covered with tape for PE lessons.
- 9.2. No other jewellery is permitted due to health and safety.

10. Where to Purchase Uniform

- 10.1. Branded jumpers, cardigans, sweatshirts, polo shirts, book bags and PE bags bearing the St Wulstan's logo can be purchased from Marks and Spencer.
- 10.2. Uniform without St Wulstan's logo can be bought more widely from 'high-street' retailers e.g. School Shop, Sainsbury's, Tesco, Asda.
- 10.3. School ties can be purchased through the school office.
- 10.4. School water bottles can be purchased through the school office.

11. Roles and Responsibilities

Pupils	<p>Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:</p> <ul style="list-style-type: none"> • On the school premises.
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	<ul style="list-style-type: none"> • 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).
Parents and Carers	<p>Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:</p> <ul style="list-style-type: none"> • Clean • Clearly labelled with the child's name • In good condition <p>Parents are also expected to contact The Head of School or Executive Principal, if they want to request an amendment to the uniform policy in relation to:</p> <ul style="list-style-type: none"> • Their child's protected characteristics • The cost of the uniform
Staff	<p>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 Head of School or Executive Principal if the situation doesn't improve. 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.</p>
Local Governing Body	<p>The Local Governing Body will review this policy and make sure that it:</p> <ul style="list-style-type: none"> • is appropriate for our school's context • is implemented fairly across the school • takes into account the views of parents and pupils • offers a uniform that is appropriate, practical and safe for all pupils <p>The Local Governing Body will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.</p>

12. Monitoring Arrangements

12.1. This policy will be reviewed every two years by the Executive Principal. At every review, it will be approved by Local Governing Body.

13. Links to Other Policies

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