

St Chad's CE (C) Primary School Policy for School Uniform



We are a Church of England School and our policies are written with a commitment to our Christian Character, which is rooted in the Bible.

All Scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness, that the person of God may be complete, thoroughly equipped for every good work. (2 Timothy 3:16-17)

This policy is available on our school website and is available on request from the school office. We also inform parents and carers about this policy when their children join our school.

This policy has been updated to reflect The Department for Education's (DfE) Cost of School Uniform Guidance.

This policy will be reviewed in full by the Governing Body on an annual basis. This policy was last reviewed and agreed by the Governing Body on 20th January 2023 and is due for review during January 24.

Signature	<i>J Brennan</i> Joanne Brennan	Headteacher	Date: 20th January, 2023
Signature	<i>Z Comley</i> Zoe Comley	Chair of Governors	Date: 20th January, 2023
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Statement of intent

St Chad's believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

Legal framework

This policy has due regard to all relevant legislation, including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Policy
- Behaviour Policy
- Tendering and Procurement Policy

Roles and responsibilities

The **Governing board** is responsible for:

- Establishing, in consultation with the Headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's ['Cost of school uniforms'](#) guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The **Headteacher** is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.

Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.

Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

Staff members are responsible for:

Ensuring that pupils dress in accordance with this policy at all times.

Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

Providing their children with the correct school uniform as detailed in this policy.

Informing the Headteacher if their child requires a more relaxed uniform policy for a period of time, including why.

Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

Wearing the correct uniform at all times, unless the Headteacher has granted an exemption.

Looking after their uniform as appropriate.

Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

Cost principles

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the Headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

[The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

Economically disadvantaged parents.

Parents with multiple children who are, or will be in the future, pupils at the school.

Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.

Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.

LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school purchases for parents any variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, and will ensure that pupils can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the school decides to

require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible, e.g. by offering sew- or iron-on logo badges for jumpers that can be bought at retailers instead of requiring special branded jumpers.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does not enter into exclusive single supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

Equality principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- Are transgender, including non-binary pupils.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Headteacher and Governing Board, and always in accordance with the school's Complaints Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

Complaints and challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Policy.

To make a complaint, parents should refer to the Complaints Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

School uniform supplier

Our current school uniform supplier is:

Name of supplier: Smart Uniform

Address of supplier: Harvey House, Hassell St, Newcastle-under-Lyme, Newcastle ST5 1AR

Tel: [08000 681 782](tel:08000681782)

Email: shop@smartuniform.co.uk

Our school uniform supplier accepts school uniform assistance vouchers.

The Governing Board will ensure that a written contract is in place with the supplier for branded items.

The school will retender the uniform contract every year, whether changes to the uniform are made or not, in line with the Tendering and Procurement Policy. The Governing board will be able to demonstrate how uniform is procured at the best value for money. The Headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples.

Where the school is proposing to change suppliers, it will reach out to suppliers by **October** in the determination year.

Uniform assistance

The school supports vulnerable families in meeting the costs of uniforms. School uniform assistance is provided via school fund and the school works with Smart School Uniform to provide access to pre-loved uniform from their Newcastle store (Appendix 1).

To claim school uniform assistance, parents must be eligible for **FSM**. Eligibility is determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil.

Families who meet the criteria must complete the **School Uniform Assistance Application Form** (Appendix 3) and return it to the school office.

Smart School Uniform also have a 'Uniform Saving Scheme' for parents. Information on this scheme is sent to all parents via email. (Appendix 2)

Non-compliance

Staff members are permitted to challenge pupils for breaching this policy, in accordance with the school's **Behaviour Policy**. Parents will be notified in all cases.

St Chad's school uniform lists

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Regular school uniform				
Royal blue sweatshirt or blue cardigan	Required	School logo on right-hand side (iron-on school logo buttons available)	Branded sweatshirt and cardigan available from school supplier and second hand from supplier. Blue sweatshirt or cardigan can be bought from regular retailers and iron-on logos must be purchased from school office.	KS1 Jumper with logo starts from £11.65 KS2 jumper with logo starts from £12.50 Cardigan with logo starts from £12.95
White polo shirt (EYFS & KS1)	Required	No branding	Available from school supplier, second hand from supplier and available from regular retailers.	From £7.95
White button up shirt/blouse (KS2)	Required	No branding	Available from school supplier, second hand from supplier and available from regular retailers.	From £13.95 (2 pack)
Grey or black trousers or grey skirt of appropriate length	Required	No branding	Available from school supplier, second hand from supplier and available from regular retailers.	Trousers from £11.95 Skirt from £8.85
Red and blue tie (KS2)	Required	No branding	Available from school office (payable on ParentPay)	£3.40
Sensible, plain black shoes	Required	No branding	Available from regular retailers.	N/A
PE kit				
Plain white t-shirt	Required	No branding	Available from school supplier and regular retailers.	£5.50
Plain black shorts	Required	No branding	Available from school supplier and regular retailers.	From £4.46
Plain black joggers/plain black PE leggings	Required	No branding	Available from regular retailers.	NA

Plain black hoodie	Required	No branding	Available from regular retailers.	NA
Suitable trainers	Required	No branding	Available at regular retailers.	NA
Accessories				
School book bag	Optional	School logo	Available from school supplier.	£6.95
School PE bag	Optional	School logo	Available from school supplier.	£5.50

Pupils who are wearing skirts must also wear white/grey socks or black/grey tights.

Trainers are not considered suitable footwear. Heeled shoes and boots are not permitted; ankle boots are permitted. **Long hair for all pupils MUST be tied back for H&S reasons including the use of the outdoor play equipment and to stop the spread of head lice.**

Jewellery

Permitted jewellery that may be worn is:

One pair of stud earrings – no other piercings are permitted.

A sensible wrist watch. No Smart Watches or Fit Bits/equivalents are permitted.

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. **All** jewellery must be removed during practical lessons, including PE lessons and science experiments.

School bag

Pupils must use an appropriately sized waterproof bag to carry their books and equipment.

School bags featuring inappropriate images, slogans or phrases are not permitted.

The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

Hairstyles

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Policy.

Pupils with long hair must ensure that it is tied up, that it does not impede their vision, cover their face or provide a health and safety risk. Long hair must always be tied up during practical lessons, e.g. during PE.

The following hairstyles are not considered appropriate for school:

- **Any hair dye including bleached products**
- **Lines and patterns shaved into the hair**
- **Headwear with bold patterns or colours**
- **Excessive hair accessories**

Makeup/nail varnish

Make up/nail varnish is not permitted.

Adverse weather

All pupils are required to wear weather-appropriate clothing during adverse weather.

For hot temperatures, this includes wearing:

- Loose-fitting and lightweight shirts/blue and white gingham dresses with sleeves and collars or covered necklines/grey skirts/grey shorts.

Pupils are advised not to wear any jumpers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside.
- Jumpers that conform to the school's uniform policy.
- Trousers, or thick tights with skirts.

Labelling

All pupils' clothing and footwear must be clearly labelled with their name.

Any lost clothing will be taken to the lost property box in the **KS1 building**. All lost property is retained for **one month** and is disposed of if it is not collected within this time.

Monitoring and review

This policy is reviewed every **two** years by the **Chair of Governors** and the **Headteacher**.

Appendix 1 – Pre Loved Uniform



Pre-loved Uniform Scheme



We are here to help all parents

We are able to assist with pre-loved uniform if you are having difficulty purchasing brand new school uniform.

How to Apply

Please mail shop@smartuniform.co.uk with your pre-loved uniform requirements. If we have the stock available we will email you*

1. An order number for the available items
2. A day & time to collect

We hope this service is of benefit!

How to find us?

Harvey House, Hassell Street, Newcastle-under-Lyme, ST5 1AR

Car parking facilities

Park free outside our store

Opening times

Monday to Saturday 9am-5pm

Stock availability

Buy now whilst stocks are plenty and avoid the queue & disappointment in late August



Appendix 2 - Uniform Saving Scheme



smart
school uniform
Striving for Excellence

St. Chad's C.E.
Primary School



shop@smartuniform.co.uk

www.smartuniform.co.uk

Join our Uniform Saving Scheme



You can save as little or as much as you want!

Call on 01782 713650 or email shop@smartuniform.co.uk

How to find us?

Harvey House, Hassell Street, Newcastle-under-Lyme, ST5 1AR

Car parking facilities

Park free outside our store

Opening times

Monday to Saturday 9am-5pm

Stock availability

Buy now whilst stocks are plenty and avoid the queue & disappointment in late August



***T&C apply - Details available upon request**

Appendix 3 - School Uniform Assistance Application Form

Children who attend St Chad's CE C Primary School are eligible for school uniform assistance if they receive **FSM**.

This scheme is open to children in **Years Reception to Year 6**. The allowance is for buying suitable school wear and is paid once a year.

Part 1: Details of parent

Your full name:	
Title:	
National insurance number:	
Address:	
Postcode:	
Phone no.:	
Email address:	

By supplying us with a phone number or email, you agree to being contacted to let you know if you are eligible.

Part 2: Details of each dependent child you are applying for

Surname	Other names	Date of birth

Please read this declaration before you sign it

I declare I am the parent of the child(ren) that I am applying for.

I declare that all the information I have given is correct and complete to the best of my knowledge.

I have enclosed original documentation to prove that I am in receipt of one of the benefits listed at the top of this form.

I am aware that I have a duty to notify the school in writing immediately of any changes in my circumstances which might affect my entitlement to school clothing assistance.

I understand that information taken from this form will be stored electronically on the school's computers.

The school is permitted to do this under the UK GDPR and Data Protection Act 2018. A copy of the school's registration is held for inspection.

Please return this completed for to the school office.

Your signature: _____

Date: _____

What happens next?

If you apply for school uniform assistance and qualify, a voucher will be sent to you for each of your children during the week of **date**. If you do not qualify for the payment, we will let you know by letter and phone and explain why.