

# ST JAMES'

## CATHOLIC HIGH SCHOOL

### Uniform Policy

Date of Adoption	October 2022
Date of Review	October 2023

**St James' Mission Statement:**

*To ensure everyone within our school **family** achieves their full potential, to encourage learning and development through **faith**, and to strive for **excellence***

**Rationale:**

All members of staff (teaching and non-teaching) at St James' Catholic High School have a key responsibility under the direction of the Headteacher and Assistant Headteacher Behaviour and Attitudes to promote and ensure high standards of uniform in line with the school's values of Family, Faith and Excellence. The children within our care are created within the image and likeness of God and in supporting them to maintain our high standards, we are also helping them to form attitudes and values in line with Gospel teachings.

**Aims:**

We aim to:

- Encourage a whole school approach to high standards and expectations of uniform
- Clarify our expectations for school uniform
- To keep the cost of school uniform affordable for all parents/carers
- Promote and display correct uniform at all times
- Make second hand uniform available to parents/carers at no cost
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010



### **Policy Statement:**

Everyone at St James' has a responsibility to promote correct uniform thereby ensuring that all children meet our high standards and expectations and every member of the community is free from any and all forms of discrimination, harassment or bullying.

### **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 for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with our Assistant Headteacher for Behaviour and Attitudes, who can answer questions about the policy and respond to any requests

### **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
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- 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 groups
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- 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

### **Expectations for school uniform**

#### **Our school's uniform**

Items	Compulsory?	Branded?
Navy Blazer with school badge	Yes	Yes
Clip on school tie	Yes	Yes
Navy school jumper	No	No
White shirt	Yes	No
Formal black shoes (not Kickers, pumps, trainers or boots)	Yes	No
Black trousers or navy pleated skirt	Yes	No
Black or navy-blue socks or tights	Yes	No

#### **Our PE kits**

Items	Compulsory?	Branded?
Navy PE t-shirt with school logo	Yes	Yes
Navy shorts or skort with school logo	Yes	Yes
Navy long socks with school logo	Yes	Yes
Quarter zip top with school logo	No	Yes
Multisport top with school logo	No	Yes
Leggings with school logo	No	Yes
White sports socks	Yes	No



Bobble (navy or black) – long hair must be tied back for PE	Yes	No
Sports trainers	Yes	No
Shin pads	Yes	No
Gum shield	Yes	No
Astro turf trainers	No	No
Football boots	Yes (Year 7 & 8 only)	No

**Information on School Uniform:**

All students are expected to meet basic standards of uniform at all times. This includes:

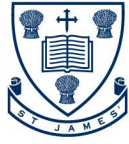
- School tie and blazer must be worn at all times (unless a student is given specific permission to not wear them by a member of staff)
- Students must wear plain formal black leather or leather look school shoes, closed toe school style shoe with no studs or metal. Heels may not be higher than 2.5 cm. Fabric plimsoll type footwear is not permitted. No trainers or sports brands.

**These are examples of acceptable types of shoes:**  
**Boys**



**Shoes which are NOT acceptable:** Please note these shoes are often marketed as School Shoes but they are not formal shoes as **required** and so although they may be made of leather, they would **NOT be acceptable**.





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These are examples of acceptable types of shoe:  
Girls



Examples of shoes which are NOT acceptable:



'Kickers' in any form are NOT permitted in school.



- Students must wear **black** trousers or **navy** pleated skirt (of an appropriate length and **NOT rolled up** to appear shorter).





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**Skinny trousers or jeans are NOT permitted.**



- Students must wear a white formal shirt which must be tucked in.



**White casual/ designer shirts NOT permitted.**







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- Students are not allowed to wear coats in the school building. They may wear them in the areas outside but must then remove them upon entering school. Coats must be worn over the top of the school blazer and **NOT underneath**.

**These are examples of acceptable types of coat:**



- **Hoodies in any form are NOT permitted in school.** Anyone student wearing one in school will be asked to remove it and this will be confiscated. Confiscated items must be collected by a parent or carer.





- For all students, hairstyles must be sensible, tidy and of a natural colour. Extreme hairstyles are forbidden. For example, shaved haircuts (**less than a number 2**) where the scalp is clearly visible or dyed hair an unnaturally bright colour, dipped dyed and ombre hair styles. If hair is tied back it should be with a plain coloured bobble. Any hair accessories should be plain and dark coloured.

**These are examples of acceptable hair styles:**



**These are examples of extreme hair styles and are NOT permitted in school:**



- Pupils must wear black or navy blue socks as part of their uniform and any other colour is NOT permitted. Tights worn can be black / navy blue or black / navy blue socks one or the other but NOT together and socks must be worn underneath the knee.
- If pupils are wearing the navy blue jumper (optional) this must NOT be tucked in the school trousers or skirt and cannot be worn instead of the school blazer.
- Jewellery of any kind is not to be worn by pupils. We expect ALL pupils to have high standards of appearance and dress. Any member of staff who sees a pupil wearing jewellery should immediately request that it is removed and the item of jewellery should be confiscated. School will not be accountable for the loss, theft or damage to jewellery (in line with other banned items) and we will not investigate any such incidents. All confiscated items, including jewellery, will be put in an envelope and be placed in the school safe as soon as is practical. Confiscated items must be collected from the main reception by a parent or carer.
- Students are expected to wear little or no make-up and no fake tan or fake eyelashes. If students have excessive make-up they will be asked to remove it, if they refuse to remove the make-up sanctions will be applied in line with the behaviour policy. If students are wearing fake tan they will be kept out of circulation during break and lunchtimes. Students must not have tattoos or other skin modifications.





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The Headteacher and Assistant Headteacher Behaviour and Attitudes have responsibility for the uniform code of the school as agreed by Governors and their judgement is final on all matters of uniform. We would ask parents and carers to recognise this and be supportive of both the expectations and spirit of the uniform code to maintain high standards across the school.

The school has a clear uniform code and form tutors will make it clear to the students what our requirements are with respect to school uniform and general appearance as it is better that students are made aware of these requirements regularly than it being necessary to confront a pupil who has broken them. Regular infringement of the uniform rules should be reported to the appropriate Head of Year. However, if a pupil comes to school without appropriate uniform or has an extreme hairstyle this should be reported immediately to the Head of Year to decide on the suitable course of action. **Students may be kept out of circulation when not in lessons so the rest of the school community do not see a drop in the school's high standards and expectations.**

## Where to purchase the uniform

In total, two branded items of normal school uniform and three branded items of PE Kit are compulsory to be purchased from one of our three suppliers **F R Monkhouse** in Cheadle Hulme Precinct, **Davensport** in Davensport and **Debonair** in Wythenshawe.

## Second-hand Uniform

At the start of a new academic year (September) and towards the end of the academic year (June) we will ask all children if they have any old school uniform they wish to donate that they no longer use. We kindly ask parents/carers to wash the uniform before donating any garments. Any second-hand uniform can be handed into our Pastoral office (Emmaus).

If any parents/carers require any second hand uniform please contact our Emmaus Manager to arrange collection of the garments. If you are able you may wish to make a small donation to our school charity.

## Expectations for our school community

### 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 our Assistant Headteacher, for behaviour and attitudes, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### 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:

- Well presented
- Clearly labelled with the child's name
- In good condition



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Parents are also expected to contact our Assistant Headteacher, for behaviour and attitudes 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

## **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 our Assistant Headteacher, for behaviour and attitudes if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with the behaviour policy.

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.

## **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 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.

## **Links to other policies**

This policy is linked to our:

- Behaviour policy
- Public Sector Equality Duty Statement