

Uniform & Appearance Policy



Our Lady and St. Oswald's Catholic Primary School

APPROVED BY GOVERNORS: March 2025

RESPONSIBLE PERSON: Headteacher

This policy aims to:

- ✓ to provide a clear statement of the uniform and appearance policy of Our Lady & St Oswald's Catholic Primary School.
- ✓ 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

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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate and safe for school and makes them feel most comfortable.
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment.
- Allow pupils to wear headscarves and/or other religious garments.
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs.
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the, Headteacher via the school office, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.⁵
- Committed to supporting our families, reducing waste, and ensuring that our school uniform remains affordable for everyone. In line with statutory guidance from the Department for Education, we provide all parents and carers with access to a high-quality pre-loved uniform scheme, which is on sale at school for a nominal amount.

Rationale:

Our Lady & St Oswald's Catholic Primary School has a uniform for the following reasons:

- School uniform plays a valuable role in contributing to the ethos of a school and setting an appropriate tone;
- It can instill pride
- It supports positive behaviour
- It encourages identity with, and support for, the school ethos;
- It protects children from social pressures to dress in a particular way;
- It nurtures cohesion and promotes good relations between different groups of pupils.

Factors to be considered include:

- **Health and safety:** the school has a right to expect that long hair be safely tied back at all times. This will apply equally to boys and girls;
- **Security:** the school needs to be able to identify individual pupils in order to maintain good order and identify intruders easily;
- **Teaching and Learning:** If a pupil's face is obscured for any reason, the teacher may not be able to judge their engagement with learning and to secure their participation in discussions and practical activities;
- **Protecting young people for external pressure** to wear clothing they would not otherwise choose to adopt, protecting them from harassment, and from having to adopt dress codes associated with extreme or anti-social elements in the wider community, including styles and colours of clothing associated with gangs;
- **Promoting a strong, cohesive, school identity** that supports high standards and a sense of identity among pupils: if some children look very different to their peers, this can inhibit integration, equality and cohesion;
- **The need to promote harmony** between different groups represented in the school;
- **Equality and discrimination.** The need to respect the needs of different cultures, religions and genders so that no group is excluded by the need to wear/not wear uniform;
- **Assist** parents in terms of economic and practical issues;
- **Assist** the identification of truants in the community;
- **Raising young people's awareness** of the requirement to dress appropriately for the circumstances eg certain work requirements, interviews.

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 (DfE) on the cost of school uniform. We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' ability to 'shop around' for a low price. There is a surplus of pre-loved school uniform, which can be purchased for a nominal amount from the school office at any time during the school year.

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, jumpers and cardigans with the school logo.
- Considering cheaper alternatives to school-branded items as long as this doesn't compromise quality and durability.
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller.
- Avoiding different uniform requirements for extra-curricular activities.
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items.

- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes.
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

Expectations for school uniform:

All items of uniform can be purchased from high-street/online retailers. Children do not need to wear items with the school logo on, if this causes financial issues.

School uniform and branded uniform can be purchased via [our school wear](#).

Contributions of clean, pre-loved uniform in good condition are welcomed and will be sold for a nominal amount via the school office, throughout the school year. We will also ensure that uniform is made available during various school events, and drop off or pickup for a donation. We will also support Free School Meal children with items of uniform as needed.

The uniform for Our Lady and St Oswald's Catholic Primary School consists of:

(Colder months) Autumn/Winter uniform:

- Grey school trousers grey skirt or grey pinafore dresses of a reasonable length.
- Red polo shirt.
- Red sweatshirt or cardigan with/without school logo.
- Plain tights or socks
- Black school shoes or plain black trainers. Shoes should have flat heels and sandals for summer wear should have flat heels and closed toes. If boots are worn in the winter, children should change into school shoes upon arrival.

(Warmer months) Spring/Summer uniform:

Grey school shorts, red gingham dress or grey skirt, red school polo and school sweatshirt or cardigan.

PE Uniform:

- Black shorts
- White or Red polo t-shirt
- Trainers
- Black/navy/dark grey jogging bottoms/ plain leggings for winter lessons outside (school sweatshirts/cardigans will be worn)
- Black/navy one-piece swimsuits/trunks for Year 3/4/5/6 during the Spring/Summer Term

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 the Headteacher (via class teacher if preferred) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

- If wearing earrings these need to be plain studs and either removed or taped for PE.
- Nail varnishes are not allowed.
- Hair styles should be reasonable for a primary school; no tramlines; no colouring of any kind.
- Plain hairbands, clips and bobbles should be used for keeping hair tidy and tied back.

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

Parents/carers are also expected to contact the Headteacher 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/carers 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.

The school will work closely with parents/carers to arrive at a mutually acceptable outcome.

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 following our school 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.