



Uniform Policy

St John's Catholic Comprehensive School

OUR MISSION STATEMENT

Excellence for all

Service to others

Inspired by Christ

Policy ratified by the Strategy Team

Owner: James Steadman

Quality Assured: Daniel Walton

Date: October 2023

Next Review Date: October 2024

Contents

| | |
|--|----|
| 1. Aims | 2 |
| 2. Our school's legal duties under the Equality Act 2010 | 2 |
| 3. Limiting the cost of school uniform | 3 |
| 4. Expectations for school uniform | 3 |
| 5. Expectations for our school community | 8 |
| 6. Monitoring arrangements | 9 |
| 7. Links to other policies | 9 |
| Appendix 1: Sixth form Dress Code | 10 |

1. Aims

Our policy on school uniform is based on the notion that school uniform:

- Promotes a sense of pride in the school.
- Engenders a sense of community and belonging towards the school
- Is practical and smart
- Identifies the pupils with the school
- Prevents pupils from coming to school in fashion clothes that could be distracting in class
- Makes pupils feel equal to their peers in terms of appearance
- Is regarded as suitable wear for school
- Is designed with health and safety in mind
- 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

2. 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:

- 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the school who can answer questions about the policy and respond to any requests

3. 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 for example, by only asking that the blazer, worn over the jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- 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
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- 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

4. Expectations for school uniform

4.1 Our school's uniform

All students in Years 7 to 11 must wear the correct school uniform when travelling to and from school, during the school day and on journeys, events and visits arranged by the school. The school uniform must be worn tidily and correctly. The school reserves the right to send students home to change if they are not in the correct clothes and to confiscate items of inappropriate clothing.

In the event of a breach that cannot be resolved, the pastoral manager will contact the pupil's home to inform the parents of the school's decision. If the decision means the student needs to be sent home and the pupil lives too far away, or they cannot gain entry to their home, the pastoral manager inform the parents that the pupil will be placed in an alternate internal provision until they are wearing the correct uniform. Hairstyle is considered part of our uniform policy.

We will always:

- **Call home to parents and explain the breach.**
- **Explain to the student where there is a breach.**
- **Deal with the breach and make right wherever possible (wipe off nail varnish/make-up or remove items).**
- **Give parents/students 24 hours to remedy the breach where necessary. A note will be placed in the student's diary by their Year team.**

Jewellery

On health and safety grounds, we do not allow pupils to wear jewellery in our school. The exceptions to this rule are one pair of small (no larger than 3mm) plain silver/gold earring studs pierced in the lobe of the ears, and small objects of religious significance, such as a crucifix on a chain (these must not be on show). We ask the pupils to either remove these objects during PE and games, or cover them with a plaster, to prevent them from causing injury.

Where items of a religious significance are worn, a letter detailing the item and religious meaning must be provided and addressed to the students Head of Year. Any neckless/jewellery of non-religious significance seen will be confiscated.

Any items of jewellery not complying with this policy will be removed from the student, placed in an envelope for parents to collect from the school.

Extreme haircuts

The school does not permit pupils to have 'extreme' haircuts that could serve as a distraction to other pupils, or to dye their hair an unnatural colour. There should be no decorations (beads/braids) woven into the hair and any ties/hairbands should be black or navy blue. The final decision on whether a haircut is 'extreme' will be at the discretion of the Headteacher or a representative.

Make-up

Make-up should be light and discrete (it should not be noticeable). No nail varnish or false eyelashes should be worn to school. Body piercings, fake tans or tattoos are not accepted at school.

Footwear

The school wants all pupils to grow into healthy adults. We believe that it is dangerous for pupils to wear shoes that have platform soles or high heels, so we do not allow pupils to wear such shoes in our school. Neither do we allow pupils to wear trainers to school; this is because we think that this footwear is appropriate for sport or for leisurewear but is not in keeping with the smart appearance of a school uniform. We require all pupils to wear shoes as stated in the uniform list. If there is a medical reason for shoes not to be worn, then the school will require evidence from a medical practice (GP) and/or a letter to the students Head of Year from the parents.

Boys Uniform List

| ITEM | DESCRIPTION |
|------------------------|---|
| Shirt & Tie | <p>Blue shirt and house tie</p> <ul style="list-style-type: none"> • Purple (Clare) • Blue (Ambrose) • Green (Patrick) <p><i>Top button should be fastened, shirt tucked in, and the tie should be down to the navel</i></p> |
| Trousers | Black school trousers (No shorts) |
| Blazer | <p>Black School blazer with logo</p> <p><i>No Cardigans</i></p> |
| Jumper | <p>Black Plain jumper (must not be worn as top layer - no logos at all)</p> <ul style="list-style-type: none"> • <i>No hoodies allowed onsite – automatic confiscation & collection from parent required.</i> |
| Hair | <ul style="list-style-type: none"> • Must be smart/neat and a conservative style. • No unnatural colours • No shaved lines (tram lines etc.) • No shaved eyebrows • There should be no decorations (beads/braids) woven into the hair and any ties/hairbands should be black or navy blue |
| Socks | Black/Grey socks |
| Shoes | <p>Black leather (type) shoes</p> <ul style="list-style-type: none"> • <i>No sportswear shoes (brands such as adidas, Nike etc.)</i> • <i>No shoes above the ankle (Boots or high tops)</i> • <i>No open toed shoes, slip off backs or sliders</i> • <i>No high heeled shoes</i> |
| Jewellery | <ul style="list-style-type: none"> • *No jewellery permitted to be worn. • Analogue watches are allowed (no smart watches) <p><i>*See 'Jewellery' in section 4.1 for religious exceptions.</i></p> |
| Coat | Any coat worn to school must be <u>black or navy blue</u> and should be as plain as possible with no large logos. |

Girls Uniform List

| ITEM | DESCRIPTION |
|------------------------|---|
| Shirt & Tie | <p>Blue revere collared blouse (not tie) or blue shirt with tie</p> <ul style="list-style-type: none"> • Purple (Clare) • Blue (Ambrose) • Green (Patrick) <p><i>If choosing a shirt, the top button should be fastened, shirt tucked in, and the tie should be down to the navel</i></p> |
| Trousers/Skirt | <p>Only the official black skirt with the St John's school logo is permitted (available from Simmonds https://simmonds-ltd.com/schoolclubs/st-johns-catholic-comprehensive-school/)</p> <p><i>To be worn just above the knee and should not be rolled up or tight fitting.</i></p> <p>OR</p> <p>Black school trousers (No shorts)</p> |
| Blazer | Black School blazer with logo |
| Jumper | <p>Black Plain jumper (must not be worn as top layer – no logos at all)</p> <ul style="list-style-type: none"> • <i>No Cardigans</i> • <i>No hoodies allowed onsite – automatic confiscation & collection from parent required.</i> |
| Hair | <ul style="list-style-type: none"> • Must be smart/neat and a conservative style. • No unnatural colours • No shaved lines (tram lines) • No shaved eyebrows • There should be no decorations (beads/braids) woven into the hair and any ties/hairbands should be black or navy blue |
| Socks/tights | <p>Black non-patterned tights or black ankle socks</p> <ul style="list-style-type: none"> • <i>Long black socks should be below the knee</i> |
| Shoes | <p>Black leather (type) shoes</p> <ul style="list-style-type: none"> • <i>No sportswear shoes (brands such as adidas, Nike etc.)</i> • <i>No shoes above the ankle (Boots or high tops)</i> • <i>No open toed shoes, slip off backs or sliders</i> • <i>No high heeled shoes</i> |
| Makeup | <ul style="list-style-type: none"> • <i>Make-up should be light and discrete (it should not be noticeable).</i> • <i>No nail varnish or false eyelashes should be worn to school.</i> • <i>Body piercings, fake tans or tattoos are not accepted at school.</i> |

| ITEM | DESCRIPTION |
|------------------|---|
| Jewellery | <ul style="list-style-type: none"> • <u>Only One pair of</u> small sliver/gold stud in each ear only (no larger than 3mm) ● • Analogue watches are allowed (no smart watches) <p><i>*See 'Jewellery' in section 4.1 for religious exceptions.</i></p> |
| Coat | Any coat worn to school must be <u>black or navy blue</u> and should be as plain as possible with no large logos. |

PE Kit List

Students should wear their PE kit to school on the days they are taught PE/Dance.








All available Via <https://www.tacklebag.co.uk/st-johns-catholic-comprehensive-school>

| ITEM | DESCRIPTION |
|--|--|
| House T-Shirt (Compulsory) | House coloured T-Shirt <ul style="list-style-type: none"> • Purple (Clare) • Blue (Ambrose) • Green (Patrick) |
| Shorts and/or leggings/tracksuit bottoms (Compulsory) | Students MUST wear <u>one</u> of the following items. <ul style="list-style-type: none"> • St. John's PE shorts • St. John's Stretch Leggings • St John's Tracksuit bottoms |
| Zip up Sweatshirt (for cold weather) (Compulsory) | During the colder months students should wear: <ul style="list-style-type: none"> • St. Johns Zip sweatshirt • St John's Rain Jacket (OPTIONAL) |
| Socks | <ul style="list-style-type: none"> • Plain white/black socks • Football socks (Plain black – no visible logos) |
| Trainers | <ul style="list-style-type: none"> • No fashion trainers • Sensible sportswear trainers only • Football/rugby boots can be worn for these sport activities |

NB: Any previous Logoed PE kit designs will be permitted in 2022/23. All PE kit to be purchased from Tacklebag from September 2022 (when students outgrow their previous kit).

School badges

All year groups will be designated a colour badge that must be worn on the students outer clothing.

| Year 7 | Year 8 | Year 9 | Year 10 | Year 11 | Year 12 (Lanyard) | Year 13 (Lanyard) |
|---|---|---|---|--|---|---|
|  |  |  |  |  |  |  |

Students must always have their badge on them. The following will apply if no badge is present:

- **Lost/forgotten** – a replacement badge will be sourced & student will receive 1 bad comment.
- **Broken** – Present the broken badge to your pastoral team and they will replace the badge for you.

4.2 Where to purchase it

- Most of our uniform can be sourced/bought from a wide range of suppliers, e.g. from 'high-street' retailers
- The school office (School ties & blazer logos)
- The Sewing Shop <https://simmonds-ltd.com/schoolclubs/st-johns-catholic-comprehensive-school/> (Girl's skirt, ties & logos)
- Tacklebag - <https://www.tacklebag.co.uk/st-johns-catholic-comprehensive-school> can be used to purchase the school PE kit items
- Information about second-hand uniform:
 - We are currently setting up a secondhand shop within school. Please contact the school to find out more information as to when and how this is available.

5. Expectations for our school community

5.1 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 school (office@stj.kent.sch.uk) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 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 to prevent uniform from getting lost.
- In good condition

Parents are also expected to contact the school (office@stj.kent.sch.uk) 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

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

5.3 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 ongoing breaches of our uniform policy will be dealt with by the students' Year teams in liaison with the Pastoral Lead.

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.

5.4 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 and by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed annually by the Head Teacher & senior assistant headteacher (Pastoral). At every review, it will be approved by governing body.

7. Links to other policies

This policy is linked to our:

- Behaviour & Anti-bullying policy
- Formal Complaints policy

Appendix 1: Sixth form Dress Code

Female students

| Item | Additional comments |
|--|---|
| Formal Blazer/Suit Jacket | <ul style="list-style-type: none"> To be worn at all times (Unless instructed by a member of staff). Should be conservative in colour and can be either plain/pin-striped or checked. No cardigans/throws. |
| Lanyards | <ul style="list-style-type: none"> Lanyards to worn at all times (unless participating in a practical lesson) |
| Tailored suit trousers/tailored suit skirt/ tailored suit dress. | <ul style="list-style-type: none"> Skirts/dress should not be excessively short (no more than 3 inches above the knee). Should be conservative in colour and can be either plain/pin-striped or checked. No one piece bodycon (mini) dresses. No leggings (sports attire/Lycra) (unless attending a practical lesson – see below). No denim/leather trousers/skirts. |
| Short/long Sleeved shirt/blouse | <ul style="list-style-type: none"> Either with full collar or a round neck. Should be conservative in colour. |
| Fitted jumper | <ul style="list-style-type: none"> Should only be worn if fits comfortably under blazer/suit jacket. |
| Tie | <ul style="list-style-type: none"> Own choice. |
| Tights/Socks | <ul style="list-style-type: none"> Plain Tights/Socks (Black/Navy). No fish nets or patterned tights. No knee length/over knee length socks. |
| Formal shoes/ankle boots | <ul style="list-style-type: none"> No 'work-like' boots (Timberland/Cat etc of Suede/Camel type). No trainers (unless attending a practical lesson – see below). No sandals/sliders/crocs/flip-flops. No Ugg boots. |
| Jewellery | <ul style="list-style-type: none"> No more than 2 studs. No ear stretchers. Any jewellery worn must be discreet and appropriate. |
| Hair | <ul style="list-style-type: none"> Natural colours. Subtle highlights/lowlights acceptable. No 'tramlines' or 'carvings'. |
| Piercings/ Tattoo's | <ul style="list-style-type: none"> No Facial piercings (including nose studs). Tattoos are not permitted/should be covered at all times. |
| Hats | <ul style="list-style-type: none"> Hats used for warmth during cold weather <u>MUST be removed on entry to the building.</u> |
| Coats/Scarves | <ul style="list-style-type: none"> Coats/Scarves used for warmth during cold weather <u>MUST be removed on entry to the building.</u> |
| Dance | <ul style="list-style-type: none"> Plain black leggings with a small logo (Nike/Adidas etc) Plain black t-shirt with a small logo (Nike/Adidas etc) or a St John's T-Shirt (https://www.tacklebag.co.uk/) Plain black sweatshirts or ¾ zip tracksuit tops with a small logo (Nike/Adidas etc) for colder days. No hoodies. |
| Drama | <ul style="list-style-type: none"> Plain black tracksuit Plain black t-shirt Plain black sweatshirts or ¾ zip tracksuit tops are permitted for colder days <u>Logos on any clothing are not permitted for Drama as students are required to be in full black (no logo) for filming purposes.</u> No hoodies. |
| Physical Education (Enrichment) | <ul style="list-style-type: none"> Plain black leggings with a small logo (Nike/Adidas etc). Plain black t-shirt with a small logo (Nike/Adidas etc) or a St John's T-Shirt (https://www.tacklebag.co.uk/) Plain black sweatshirts or ¾ zip tracksuit tops with a small logo (Nike/Adidas etc) for colder days. No hoodies. |

Male students

| Item | Additional comments |
|--|---|
| 2 or 3-piece tailored trouser suit | <ul style="list-style-type: none"> Blazer to be worn at all times (Unless instructed by a member of staff) Suit jacket/trousers should be conservative in colour and can be either plain/pin-striped or checked. No denim. No leather. |
| Lanyards | <ul style="list-style-type: none"> Lanyards to worn at all times (unless participating in a practical lesson) |
| Tie | <ul style="list-style-type: none"> Own choice; worn at all times. |
| Short/long Sleeved shirt | <ul style="list-style-type: none"> With collar. |
| Fitted jumper | <ul style="list-style-type: none"> Should only be worn if it fits comfortably under suit jacket. |
| Formal shoes/ ankle boots | <ul style="list-style-type: none"> No 'work-like' boots (Timberland/Cat etc of suede/camel type). No trainers (unless attending a practical lesson – see below). No sandals/sliders/crocs/flip-flops. No Ugg boots. |
| Jewellery | <ul style="list-style-type: none"> No earrings (plasters covering earrings or studs are not permitted). No ear stretchers. |
| Hair | <ul style="list-style-type: none"> Natural colours. Subtle highlights/lowlights acceptable. No 'tramlines' or 'carvings'. Any facial hair must be kept smart and suitable for a professional working environment. |
| Piercings/Tattoo's | <ul style="list-style-type: none"> No Facial piercings (including nose studs) Tattoos are not permitted/should be covered at all times. |
| Hats | <ul style="list-style-type: none"> Hats used for warmth during cold weather <u>MUST be removed on entry to the building.</u> |
| Coats/Scarves | <ul style="list-style-type: none"> Coats/Scarves used for warmth during cold weather <u>should be removed on entry to the building.</u> |
| Dance | <ul style="list-style-type: none"> Plain black joggers with a small logo (Nike/Adidas etc). Plain black t-shirt with a small logo (Nike/Adidas etc) or a St John's T-Shirt (https://www.tacklebag.co.uk/) Plain black sweatshirts or ¾ zip tracksuit tops with a small logo (Nike/Adidas etc) for colder days. No hoodies. |
| Drama | <ul style="list-style-type: none"> Plain black joggers Plain black t-shirt Plain black sweatshirts or ¾ zip tracksuit tops are permitted for colder days <u>Logos on any clothing is not permitted for Drama as students are required to be in full black (no logo) for filming purposes.</u> No hoodies. |
| Physical Education (<u>Enrichment</u>) | <ul style="list-style-type: none"> Plain black tracksuit with a small logo (Nike/Adidas etc). Plain black t-shirt with a small logo (Nike/Adidas etc) or St John's T-Shirt (https://www.tacklebag.co.uk/) Plain black sweatshirts or ¾ zip tracksuit tops with a small logo (Nike/Adidas etc) for colder days. No hoodies. |