

Uniform Policy

St John's Catholic Comprehensive School



*Excellence for All
Service to Others
Inspired by Christ*

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Approval:	Full Governing Body Panel		

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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 wear headscarves and other religious or cultural symbols
- › Allow for reasonable 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.

At St John's we are committed to supporting our parents with the cost of uniform through our 'Pre-Loved Uniform Shop' which offers 'nearly new' items of our uniform at a very competitive price. For more details, please do email the school via office@stj.kent.sch.uk .

Additionally, should you need financial support to meet the cost of our uniform (especially where we don't have sufficient stock in our Pre-Loved Uniform Shop), please do email our Finance Manager, Kerry Browne via kbrowne@stj.kent.sch.uk who will endeavour to support you in a discreet and empathetic way.

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.

As an inclusive school, we will carefully consider any requests from pupils (or their parents) to vary our Uniform Policy, and particularly from those who have any of the listed protected characteristics under the Equality Act 2010, including but not limited to disability, religion and gender reassignment (or transgender).

Requests must be reasonable and should be put in writing to the Headteacher. Requests will be considered on a case-by-case basis and with reference to the circumstances. Any decisions and the reasons for these will be appropriately documented by the headteacher.

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. Bracelets and wrist chains are not permitted unless they are for medical purposes.

Where items of a religious significance are worn, a letter detailing the item and religious meaning must be provided and addressed to the student's Head of Year.

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. Any ties/hairbands or other accessories should be black or navy blue. Hair should be of a conservative length and not fall below the waist for health and safety purposes. 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 discreet (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. Spot or pimple patches should be plain, natural colour and discreet.

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 student's Head of Year from the parents.

Uniform List

ITEM	DESCRIPTION
Shirt & Tie	<p>Blue shirt and house tie or Blue revere collared blouse</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/Skirt	<p>Black school trousers (No shorts)</p> <p>Only the official black skirt with the St John's school logo is permitted (available from Simmonds https://simmonds-ltd.com/schoolsclubs/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>
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• Any ties/hairbands or other accessories should be black or navy blue (these, of course, are only to be worn in the hair).• Hair should be of a conservative length and not fall below the waist for health and safety purposes.

Socks/tights	Black/Grey socks Black non-patterned tights or black ankle socks Long black socks should be below the knee
Shoes	Black leather (type) shoes <ul style="list-style-type: none"> • No sportswear shoes (brands such as adidas, Nike etc.) • No shoes above the ankle (Boots or high tops) • No open-toed shoes, slip-off backs or sliders • No high-heeled shoes
ITEM	DESCRIPTION
Jewellery	<ul style="list-style-type: none"> • *No jewellery permitted to be worn. • Watches, of course, are allowed • <u>Only One</u> small silver/gold stud in each ear (no larger than 3mm) to be worn <p><i>*See 'Jewellery' in section 4.1 for religious exceptions.</i></p>
Makeup	<ul style="list-style-type: none"> • 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.
Coat	Any coat worn to school must be black or navy blue 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 one 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





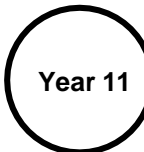


Zip up Sweatshirt (for cold weather) (Compulsory)	During the colder months students should wear: <ul style="list-style-type: none"> • St. Johns Zip sweatshirt • St John's Rain Jacket (OPTIONAL)
Socks	<ul style="list-style-type: none"> • Plain white/black socks • Football socks (Plain black – no visible 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

Sanctions associated with PE kit/Uniform

Uniform infringement	Consequence
Wrong Item of PE Kit/Uniform	<ol style="list-style-type: none"> 1. The school will offer a replacement item (for example, correct PE Leggings). 2. Non-compliance will result in isolation. 3. Repeated breaches can result in further sanctions (YL/HT detentions)
PE Kit on Uniform Days	<ol style="list-style-type: none"> 1. Call will be made home to request the uniform to be brought in. If a uniform is provided before lunch, the situation has been resolved. 2. If a uniform cannot be provided by this time, a HT detention will be assigned. 2nd offence will result in a HT detention regardless. 3. Non-compliance will result in isolation.
Nails/Eyelashes/Jewellery	<ol style="list-style-type: none"> 1. In the first instance we will ask for these to be removed, if there is compliance, the situation has been resolved. 2. If unable to remove, a pending HT detention will be written into the student's diary. 24hrs will be provided in the first instance to resolve the issue but lunch and break will be removed for that day. 3. If in 24 hours the issue is resolved the HT detention is removed, If the issue is not resolved, breaks and lunches will be removed until it is resolved, and the HT detention is then actioned.

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/schoolsclubs/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