



The Bishop Konstant Catholic Academy Trust

Learning Communities, Inspired by Faith

School Uniform Policy (Primary Schools) 2023



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POLICY DOCUMENT	School Uniform (Primary Schools)
Legislation/Category: Academy Schools	Legally Required
Lead Member of Staff:	Trust Governance Manager
Approved by:	Trust Board
Date Approved:	June 2023
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Mission Statement

All policies are written in line with our Trust Mission statement:

With Jesus Christ at the centre of the life of the Trust, we seek to provide learning communities offering the highest possible standards of education. We are committed to working in partnership and trust for the common good. We strive to encourage and empower children and young people to recognise and realise their God-given potential and to discern their vocation in life. As learning communities inspired by faith, we celebrate achievement, offering each other challenge and support, as together we follow Christ in self-giving love and service.

Change Control

Version	Date	Author	Changes
1.1	June 2023	Trust Head of Governance	<i>No changes required</i>
1.0	July 2022	Trust Head of Governance	<i>Original version</i>



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Introduction

The Bishop Konstant Catholic Academy Trust (BKCAT) believes that it is important that our pupils feel a sense of belonging to their school. We believe that wearing a smart and practical uniform allows all children, regardless of their backgrounds, to feel equal to their peers and confident in their appearance.

The Trust believes it is important for pupils to wear clothing that is conducive to a successful learning environment, including appropriate clothing for sports and PE.

The Trust is committed to promoting equality and value for money and to ensuring that no child is discriminated against due to religion, belief, economic circumstances or social and cultural background.

Legal Framework

This policy has due regard to all legislation, but not limited to:

- Education & Inspections Act 2006
- Education Act 2011



- Human Rights Act 1998
- Equality Act 2010
- Data Protection Act 2018

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

- DfE School Uniforms
- DfE Cost of School Uniforms
- School Admissions Code

This policy operates in conjunction with the following policies and documents:

- Home-School Agreement
- Safeguarding & Child Protection Policy
- Trust Complaints Policy & Procedure

Definition of a Parent

Section 576 of the Education Act 1996 defines 'parent' as:

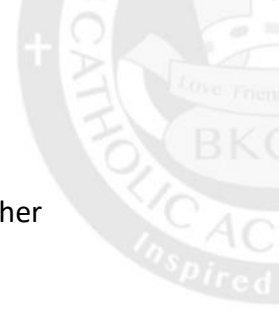
- All natural (biological) parents, whether they are married or not;
- Any person who, although not a natural parent, has parental responsibility for a child or young person;
- Any person who, although not a natural parent, has care of a child or young person.

Roles and Responsibilities

Academy's commitment

Members of staff will:

- Listen to the opinions and wishes of parents, pupils and the wider community regarding changes to the school uniform
- Ensure that the school uniform is accessible and affordable
- Ensure that equal opportunities are considered regarding the school's uniform and that no person is discriminated against
- Enforce the school uniform on a day-to-day basis
- Remind pupils of the school uniform requirements and expectations
- Praise the efforts of pupils who wear their uniform correctly
- Ensure that all staff understand this policy and know what to do if a pupil is in breach of the policy
- Provide pupils with exemptions where deemed appropriate, for example, a pupil with a broken arm may need to wear a loose-fitting top
- Act as positive role models for pupils



- Urge parents to donate unwanted items of uniform to the school to offer to other families

Parents' commitment

Parents will:

- Provide their children with the correct school uniform as detailed in this policy
- Consult the Headteacher if a child has difficulty meeting the school uniform requirements
- Ensure that their child's uniform is presentable and clean
- Check with the academy if unsure, before purchasing something different
- Take part in academy surveys relating to uniform updates and consultations
- Voluntarily donate unwanted items of school uniform direct to the academy or local clothes banks and organisations
- Contact the academy if they wish to acquire second-hand uniform

Pupils' commitment

Pupils will:

- Wear the correct uniform at all times, unless the Headteacher has granted an exemption
- Look after their uniform as appropriate
- Try their best to keep their uniform clean and presentable in school
- Draw teachers' attention to issues and requests for possible changes to the uniform policy and expectations

Human Rights, Equalities and Discrimination Considerations

In making decisions about the school uniform, the Trust has regard to its obligations under the Human Rights Act 1998 and the Equality Act 2010 including consideration of protected characteristics and taking into account the safeguarding and health and safety of pupils.

The Trust aims for the school uniform policy to be as inclusive as possible, and schools are considerate in the implementation of the policy so that all pupils are able to wear the uniform.

The Trust endeavours to ensure that the School Uniform Policy is as gender neutral and inclusive as possible. The Trust does not insist that children of any sex must wear specific items of clothing.

Religions or Beliefs

Some religions or beliefs require their adherents to conform to a particular dress code or to otherwise outwardly manifest their belief. The Trust does not discriminate against any



religion or belief; however the academy weighs the needs and rights of individual pupils against the health and safety concerns of the entire academy community.

The Trust endeavours to allow religious requirements to be met, wherever possible.

Parents' requests regarding religious and cultural clothing are dealt with on a case-by-case basis by the Headteacher in consultation with the Trust. It should be possible for most religious requirements to be met within the school uniform policy and academies will act reasonably though consultation and dialogue in accommodating these.

What Uniform is required?

Include details of school's uniform for classes and PE, including footwear, accessories e.g., bags, variations for hot and cold weather

Jewellery – one pair of small plain silver or gold stud earrings, except PE days.

Jewellery is the responsibility of the pupil and lost or damaged items will not be refunded.

The Association for Physical Education's (AfPE) Safe Practice in Physical Education recommends that all jewellery should be removed for PE.

No jewellery including clear plastic retainers must be worn on PE days. If children cannot remove their own earrings, this should be done at home on the day of PE. Parents will be contacted if children come in earrings or retainers and cannot remove their own. The academy may decide that a child has to miss PE, due to health and safety reasons, if earrings are not removed.

Hairstyles – should be smart and moderate in style. Brightly coloured hair is not permitted.

Long hair should be tied up to avoid health and safety risks and ensure that children's vision is not impeded.

Small hair clips and headbands may be worn. Large, excessive hair accessories should not be worn.

Hair extensions are not permitted.

Extreme hairstyles are not permitted.

At the Headteacher's discretion, there may be exceptions to the above in some circumstances, for example, a pupil may be permitted to cover their hair if they have hair loss.

Make up – is not allowed. Pupils wearing make-up will be required to remove it or, if appropriate, sent home to remove it. No nail varnish may be worn. False nails and extensions are not permitted.

At the Headteacher's discretion, there may be exceptions to the above in extreme circumstances, for example, a pupil may be permitted to cover skin damage or scarring.



Labelling – all pupils’ clothing and footwear must be clearly labelled with their name. If a pupil goes home in another child’s clothing by accident, parents should send the item of clothing back into school. Any lost clothing is taken to the lost property box and retained for a term and added to the uniform donation box.

Limiting the cost of school uniform

The Trust has a duty to make sure that uniform required is affordable, in line with statutory [guidance](#) from the Department of Education on the cost of school uniform.

The Trust understands that items with distinctive characteristics, such as branded items, or items that have a school log, cannot be purchased from a wide range of retailers and that requiring many such items limits parent’s ability to shop around for a good price.

Academies will endeavour to ensure that their uniform is:

- Available at a reasonable cost; and
- Provides best value for money for parents and carers.

[Schools will do this by:](#)

Where to purchase new and second-hand uniform

[Include supplier details and where second-hand uniform may be purchased or acquired \(e.g., from school directly or an established scheme\)](#)

Parents are encouraged to donate unwanted uniform items to school.

Parents who wish to acquire second-hand uniform are urged to contact the School Office to arrange a time to view donated items. All requests will be treated with the utmost confidence. Available uniform will be offered free of charge and parents will be invited to make a voluntary contribution if they wish.

Parent and Pupil Engagement

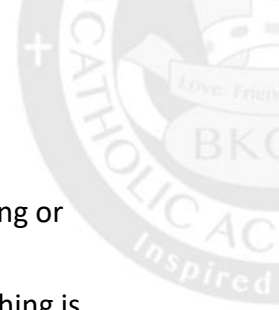
The Trust requires academies to seek the views of parents and pupils on the School Uniform Policy and feedback comments for consideration when the policy is next reviewed.

Sanctions for Non-Compliance

Academies can discipline pupils for breaching the school rules on appearance or uniform.

Individual family circumstances will be considered in the event that a pupil is not wearing the correct uniform. However, in accordance with the Safeguarding Policy, these should be recorded on the academy’s electronic recording system, where appropriate.

The Headteacher is permitted to ask a pupil to remove clothing that is not in line with the uniform policy, for example, a sweatshirt/jumper bearing a slogan. In the event that the pupil cannot take the item of clothing off, parents will be contacted, and they will be asked



to bring in more suitable clothing. If a pupil is wearing inappropriate footwear, teaching or support staff will inform parents by telephone or in-person in order that this may be rectified. If a pupil requires an item of uniform for a specific activity and no spare clothing is available in school, parents may be contacted to bring the item into school.

Sanctions for breaches of this policy are a last resort and the academy will endeavour to work with families to resolve breaches of this policy in a timely manner. On rare occasions, the academy's Pupil Discipline Policy may need to be applied if non-compliance with the School Uniform Policy continues.

Complaints

Academies endeavour to resolve all uniform concerns and complaints locally and informally, in accordance with the Trust Complaints Policy & Procedure.

To make a complaint parents should refer to the Trust Complaints Policy & Procedure which can be found on the Trust and academy website.

The academy is willing to consider reasonable requests for adjustments to allow a pupil to accommodate particular social and cultural circumstances.

Monitoring and Review of this Policy

The Trust shall be responsible for reviewing this policy from time to time to ensure that it meets legal requirements and reflects best practice.

