



St Aidan's Catholic Academy

*'We believe that God has created each person to celebrate **life to the full**'*



School uniform policy

September 2024



1. Aims

This policy aims to:

- 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:

- 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 from the face
- Allow pupils to wear headscarves and other religious or cultural symbols. Parents / Carers to discuss this with Heads of Houses.
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with their son's Head of House, 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 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



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- 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
- 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

Uniform should comply with our clear uniform code at all times. This is because we want pupils at St Aidan's Catholic Academy to be proud and to feel part of our community. The dress code applies both within school and on the journey to and from school.

Pupils must be dressed properly in full school uniform.

- Haircuts including stepped, undercut, tramlines, extremely close-cut styles or any pattern shaved into the hair or hair dye are not permitted. No lines in eyebrows.
- Trainers and boots must not be worn only formal black leather shoes, no suede.
- Black or dark grey socks only.
- House Badges should be worn on Left Lapel.
- Shirts tucked in at all times.
- Ties should be fastened up to the neck properly and reasonable length.
- Coats should not be worn indoors and removed immediately on entry to the building.
- Jewellery is not allowed in the Academy and will be confiscated for collection at the end of the school day by the pupil: wrist watches are allowed (no smart watches).
- Every pupil should have a bag to carry books and equipment to and from school every day.
- Pupils should be properly equipped for every lesson.
- Pupils must bring the correct kit and equipment for PE and practical lessons.



4.2 Where to purchase it

School Uniform can be purchased from:

Little Gems:

- Blazer. Branded with St Aidan's Logo.
- School Tie. Coloured depending on year group.
- V neck black knitted jumper. Branded with the school name. This is optional but if a jumper is worn it must be a St Aidan's branded jumper.

Other uniform items such as trouser, shirts, formal black shoes and backpack can be purchased from high street retailers such as Asda, Sainsbury's, Primark and Marks and Spencer.

Our PE Kit can be purchased from:

Total Sport North East:

- Yellow PE top. Branded with St Aidan's Logo and your sons initials.
- Rugby Top.
- Black shorts. Can also be purchased from high street retailers.
- Black socks. Can also be purchased from high street retailers.

Other optional items include:

- Tracksuit bottoms. Branded with your sons initials.
- Tracksuit Top. Branded with St Aidan's Logo and your sons initials.

We hold a small amount of nearly new uniform in school. Please contact your sons Head of House if you would like to access this.

The following local charities also run a uniform exchange service:

Community School Clothing Scheme. 14 Fawcett Street, Sunderland. SR1 1SE.

Telephone. 07305846094.

Opening hours. Monday to Friday. 9am – 1pm.

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 their Head of House 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. School can assist with the washing of school uniform. Please contact your son's Head of House to arrange this.
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact their sons Head of House 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 will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with our Behaviour for Learning 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.

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 SLT. At every review, it will be approved by the full governing body.

7. Links to other policies

This policy is linked to our:

- Behaviour for Learning Policy
- Family Handbook
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy