

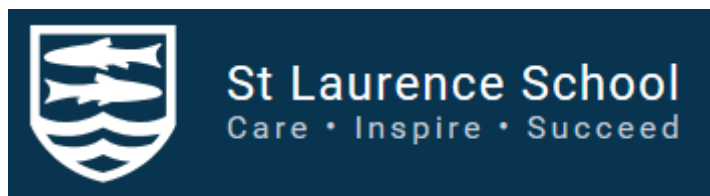


Policy on School Uniform

St Laurence School Academy Trust

Date of last review:	November 2022	Review period:	3 year
Date of next review:	November 2025	Owner:	Deputy Headteacher

Approval: Community and Ethos
Review: November 2025



1. Introduction

As a Church school, we believe people are our treasure. Our ethos is one, that values all students equally and seeks to provide all students with the opportunity to develop to their full potential, within the context of a caring and respectful community. Our uniform promotes a sense of pride in being part of our community and fosters a sense of belonging. We have worked hard to ensure that our uniform is practical, flexible and affordable for parents and carers. We will continue to consider matters of affordability when making changes or adjustments to our uniform requirements.

We provide a complete list of the items needed for the St Laurence School Uniform as part of this policy, on our school website, in the pack of essential information for Year 7 parents and new in-year admissions and it is detailed for Year 7 to Year 11 students in their student planner.

2. Purpose

- To reinforce a sense of shared membership and pride in the School;
- To identify students as part of the St Laurence School community, creating a sense of belonging;
- To act as an equaliser, enabling all students to avoid pressures associated with following fashion trends or wearing branded or designer clothing;
- To mark the formality of being educated at St Laurence School.

3. 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.
- To explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010.
- To clarify our expectations for school uniform.

4. Legislation and Guidance

This policy takes account of the DfE statutory guidance 'Cost of school uniforms', published in November 2021.

Any escalation of sanctions for breaches of our school uniform guidelines will be conducted in line with the statutory DfE guidance published in September 2017: *Exclusion from maintained schools, academies and pupil referral units in England*

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include age, disability, sex, race, religion or belief, sexual orientation and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all students the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure that our uniform can cost the same for all students
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in the way that is appropriate for school, yet makes them feel most comfortable
- Allow students to wear headscarves and other essential religious or cultural symbols

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5. 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
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- 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 students 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 years
- 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 students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

6. Expectations for school uniform

6.1 Our school's uniform

The demands of particular religious beliefs are taken into account but there is an expectation that all students follow the uniform requirements and that uniform will be worn with pride by all students.

Items	Requirements	Additional Guidance
Polo shirt	Navy blue St Laurence polo shirt with school logo and House initial	<ul style="list-style-type: none"> No T shirts should be worn underneath the polo shirt
Jumper	Navy blue 'V' neck St Laurence jumper with school logo	<ul style="list-style-type: none"> No cardigans, alternative jumpers, sweatshirts or hooded sweatshirts instead of the school jumper
Trousers	Navy blue and standard school style	<ul style="list-style-type: none"> Trousers should be formal in style and of full length to the ankle No 'chino' or 'jeans' style trousers No visible outer pockets or external stitching
Skirt	As an alternative to trousers, the St Laurence skirt may be worn. Plain black or navy blue opaque tights should be worn with skirts.	<ul style="list-style-type: none"> Skirts should sit on the waist and not be rolled up or taken in in order to shorten or narrow them Tights must not be ripped or have tears in them Socks should not be worn in addition to tights Socks should be worn with regular school shoes if tights are removed
Shorts	As an alternative to trousers and skirts, the St Laurence tailored shorts (available from Price and Buckland although an equivalent may be worn).	<ul style="list-style-type: none"> Socks and regular school shoes should be worn with shorts Alternatives to the St Laurence shorts are not permitted
Footwear	Black, flat shoes. Black leather upper and solid black sole. Boots no higher than ankle	<ul style="list-style-type: none"> No trainers (fabric or rubber upper and foam / bubble sole) or sandals No platform or canvas shoes
Outerwear	Coats should be plain	<ul style="list-style-type: none"> No denim or leather No sweatshirts Outerwear should not be worn indoors
Jewellery		<ul style="list-style-type: none"> Piercings should only be worn in the earlobe Maximum of ONE plain stud per earlobe No nose studs or other facial piercings – clear retainers can be worn. No rings, necklaces or chains
Hair style	Hair should be of a natural colour	<ul style="list-style-type: none"> No extremes in style There may be times where hair should be tied back for health and safety reasons

Make up		<ul style="list-style-type: none"> ▪ Discreet make up only ▪ No nail varnish or acrylic nails ▪ No strip false eyelashes
Bags	Ruck sacks required	<ul style="list-style-type: none"> ▪ Large enough for A4 books and at least one A4 folder
Mobile devices	Phones and other mobile devices should be stored in bags, not carried in hands or placed in pockets from 8.35am	<ul style="list-style-type: none"> ▪ Wired headphones should not be worn beneath clothing or threaded through the polo shirt. ▪ No air pods should be visible.

6.2 Where to purchase uniform

- All logo items can be purchased from our online store Price and Buckland
[St Laurence School \(pbuniform-online.co.uk\)](http://StLaurenceSchool.pbuniform-online.co.uk) All non logo items can be purchased though stores suitable to the parents location.
- Second-hand uniform can also be purchased
 - Second hand uniform sales are held in October, January and June.
 - St Laurence Buy Sell Swap Facebook group is also a useful resource for parent to use.

7. Expectations for our school community

7.1 Students

Students 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)

Students are also expected to contact the Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

7.2 Parents and carers

We ask all parents and carers who secure a place at St Laurence to support our school uniform policy by ensuring that their child has the correct uniform as outlined in our guidance and that it is clean and in good repair.

The school welcomes children from all backgrounds and faith communities. If there are serious reasons, for example on religious grounds, why parents want their child to wear clothes that differ from the school uniform, the school will look sympathetically at such requests as long as the change is consistent with the aims of the policy.

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

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Parents 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 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.

7.3 Staff

Staff will closely monitor students to make sure they are in correct uniform. They will give any students 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 in line with the school policy on behaviour in school.

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.

7.4 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
- Considers the views of parents and students
- Offers a uniform that is appropriate, practical and safe for all students

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.

8. Procedures and Practice

The School Uniform is to be worn by all students in Years 7-11. Parents and carers who secure a place at St Laurence for their child are required to support this policy.

- i. There is a dress code operating for students in Y12 and Y13 who are members of the St Laurence Sixth Form. Students who gain a place in the Sixth Form are expected to comply with this code.

9. Care of Personal Property

As the school is not liable for the loss of personal property, including valuables and school uniform, it is recommended that:

- Items of school uniform and personal property are clearly marked with the student's name
- students do not bring valuable possessions or large amounts of money into school

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10. Student Non-Compliance

It is the responsibility of the School to determine whether the uniform guidance is being followed appropriately by students.

All staff, including tutors, teachers, Heads of Department, Assistant Heads of House and Heads of House are expected to monitor the standards of school uniform of all students and to take appropriate action when expectations are not followed. Appropriate actions may include asking students to correct their uniform by adjusting or removing any items that do not comply with the School's guidelines and requesting that students change into appropriate uniform that is held, freshly laundered, in school stock for this purpose.

In addition, the Headteacher, or a person authorised by the Headteacher, may ask a student to go home briefly to remedy a breach of the School's rules on appearance or uniform. When making this decision the student's age and vulnerability, the ease and time it will take, and the availability of the student's parents will be considered. This will not be recorded as a suspension but as an authorised absence.

If the student continues to breach uniform rules in such a way as to be sent home to avoid school, or takes longer than is strictly necessary to effect the change, the student's absence may be counted as an unauthorised absence.

In line with the guidance from the DfE teachers can discipline students for breaching the School's policy on appearance and uniform. If necessary, and where students refuse to follow requests to correct their uniform, the full range of sanctions may be applied and these will be issued in line with the Policy on Behaviour in School.

When considering suspending a student for breaches of the uniform policy any decision will be made in line with the legal requirements for suspension.

11. Links to other Policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy