



St Michael's
C.E. Primary School

School Uniform Policy

Date	November 2024
Review Date	November 2027
Summary	The policy has been prepared to set out the school expectations for school uniform.

Our Theologically Rooted Christian Vision

Courage to Flourish in the Love of God

‘I have come that [you] may have life, and have it to the full’ (John 10:10)



[Therefore],

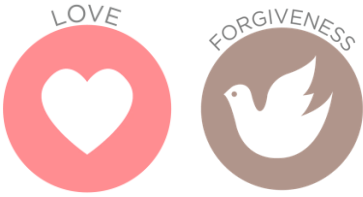



‘Be strong and courageous... the Lord your God will be with you wherever you go.’ (Joshua 1:9)

These biblical texts underpin our vision summary, ‘Courage to flourish in the love of God’. Jesus’ words from the New Testament describe his desire for everyone to be a full and flourishing version of their created selves, experiencing life in all its vibrant fullness, individually and in community. Our ambition is for everyone to encounter this fullness through the life and work of the school, whatever their background, beliefs or circumstances. God’s words to Joshua from the Old Testament illustrate how life, and learning, can be challenging, bringing setbacks and discouragement. These words inspire us to keep on going in those circumstances, confident that God watches over us and walks beside us.

The joining of these biblical texts is meaningful for the particular circumstances of our school community. It gives coherence to our aspirational vision that will grow courage and resilience as enablers of ‘life in all its fullness’ for everyone. To support our vision, we have seven overarching Christian values.

Our Core Christian Values

<u>Value</u>	<u>Biblical texts that underpin our values</u>
	Philippians 4:13 ‘I can do all things through him who strengthens me.’
	John 1:5 ‘The light shines in the darkness, and the darkness has not overcome it.’

	<p>1 Corinthians 13:4-8</p> <p>'Love is patient and kind... it does not rejoice at wrongdoing but rejoices with the truth.'</p> <p>1 John 1:9</p> <p>'If we confess our sins, he is faithful and just and will forgive us'</p>
	<p>Proverbs 3:5-6</p> <p>'Trust in the Lord with all your heart and lean not on your own understanding; in all your ways submit to him, and he will make your paths straight.'</p>
	<p>Hebrews 10:24</p> <p>'Let us be concerned for one another, to help one another to show love and to do good.'</p>
	<p>1 Thessalonians 5:18</p> <p>'Be thankful in all circumstances, for this is God's will for you'</p>

School Uniform Policy

As behaviour is central to a child's learning and the learning environment, we believe it is essential that all pupils at St Michael's conform to the uniform policy.

These items of clothing have been chosen because they are comfortable, safe and appropriate for the activities undertaken at school.

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.

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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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).
- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable.
- Allow pupils to request changes to swimwear for religious reasons..
- Allow pupils to wear headscarves and/or other religious garments .
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the Headteacher, who can answer questions about the policy and respond to any requests.

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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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.
- 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 leveller.
- Avoiding different uniform requirements for different year/class/house groups.
- Avoiding different uniform requirements for extra-curricular activities.
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels.
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes.
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

Expectations for school uniform

Please note that our uniform is not gender specific and pupils have the freedom to choose the items of uniform they are comfortable with.

St Michael's School Uniform consists of:

- White polo shirt with/without logo.
- Red sweatshirt or cardigan with/without logo.
- Grey or black trousers, skirt or pinafore.
- Grey or black shorts (Summer).
- Red and white check dress (Summer).
- Black shoes (not trainers).



PE Uniform:

- Black shorts
- Red T-Shirt with or without logo
- Black pumps or clean trainers not worn outside (a spare pair need to be kept in school or brought in on PE day)
- Black Tracksuit bottoms (Winter)



PE is a vital part of the curriculum, so if your child does not have their PE kit with them on the day, they are due to have a PE lesson, they will be loaned a school kit. These are washed every half term

Where to purchase it and branded uniform

Sweatshirts, cardigans and fleeces with logos are available from Kids Essentials at a reasonable price: <https://kidsessentialsschoolwearbirmingham.co.uk/search?q=st+michaels>

However, it is not mandatory to wear the logo and all items can be purchased from most major supermarkets and chain stores.

Jewellery

- Watches (not smart watches).
- Small stud earrings are the only jewellery allowed – children are asked to not wear these on PE days. If they do wear them on a PE day, they will be asked to remove them as they cannot be taped over or covered.
- Religious jewellery can be worn but please speak to the Headteacher regarding this.

Hairstyles

- At St Michaels believe that hairstyle is a personal choice and therefore school does not require a certain hairstyle. However, we do request that if children do dye their hair this is a natural colour. Please note as well that there may be times when pupils are required to tie long hair. This could be for example in PE or DT lessons.

Expectations for our school community

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 Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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.
- In good condition.

Parents/carers 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/carers 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/carers to arrive at a mutually acceptable outcome.

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 via the school's Positive Relationships and Behaviour 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.

Local Academy Board

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/carers 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.

Second hand school uniform

Second hand school uniform is available from the office. Please speak to a member of the office staff.

Links to other policies

This policy is linked to our:

- Positive relationships and behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy