



# St. Gregory's Catholic High School

## Uniform Policy

### Monitoring

The implementation of the policy will be monitored by the Deputy Headteacher (Pastoral)

### Evaluation

The policy will be reviewed annually by the Deputy Headteacher (Pastoral) and SLT prior to the submission of the policy to Governors' Community Committee for scrutiny and recommendation to the Full Governing Body for approval.

### Policy Review Dates:

**Date last approved by Full Governing Body:** December 2015

**Date submitted to Governors' Committee:** 6<sup>th</sup> June 2019

**Date submitted to Full Governing Body:** 11<sup>th</sup> July 2019

**Review Frequency:** Every 3 years

**Start date for policy review:** May 2022

**Please Note:** This policy, as a working document, may be subject to changes as appropriate (such as changes in legislation, working practices, and in response to matters arising in school). Updated policies will always be on the website.

# Uniform Policy

Our School Mission Statement clearly states that as a community we seek to “set an example of service, as Jesus did, and in so doing fulfil the high aspirations we have for each of our members and foster the fullest spiritual, academic and personal development of our students.”

## Introduction

St Gregory’s Catholic High School believes school uniform plays a valuable role by: encouraging identity with, and support for, our school ethos; setting an appropriate tone; instilling pride; supporting positive behaviour and discipline; ensuring students of all backgrounds feel welcome; protecting students from social pressures to dress in a particular way, and nurturing cohesions and promoting good relations between different groups of students. We firmly believe that our uniform policy supports effective learning and teaching. The Governing Body supports the Head Teacher and the staff in maintaining the high standards of appearance expected by all students.

This policy is written in accordance with:

- The Education and Inspections Act, 2006
- The Education Act, 2011
- The Human Rights Act, 1998
- The Equality Act, 2010
- DfE School Uniform Guidance (March 2011/reissued June 2018)

Links to other policies

- School Admissions Code
- Behaviour for Learning
- Safeguarding and Child Protection
- Exclusion
- Health and Safety
- Complaints Procedure
- Home/School Agreement

## Purpose

The purpose of this policy is to ensure that all students at St. Gregory’s Catholic High School demonstrate a ‘commitment to excellence’ by ensuring that they wear their school uniform with pride. Uniform appearance should be smart, clean, neat and tidy. Students are to travel to and from school in the correct uniform and wear it appropriately during the school day and at all school events, including those where the pupil is representing the school off site, giving a clear message that they are proud of belonging to St. Gregory’s. Our expectations remain throughout a child’s time at our school, including for Year 11 during public examinations, revision sessions and all in-school interventions until their last examination.

Every student at St. Gregory's wears school uniform in order to prepare them for expectations in the world of work. Co-operation and firm guidance from parents/carers are sought to ensure that students attend school correctly dressed. Admission to our school involves acceptance of the uniform code.

This policy has been created with health and safety, value for money and practicality at its heart. It has been designed to ensure students wear clothing conducive to an effective learning and teaching environment, including PE lessons and sporting activities. Students identifying as a member of the opposite sex are able to adapt within our expected uniform requirements.

Any temporary amendments to our uniform policy through injury e.g. broken leg and unable to wear formal trousers, will be considered on an individual basis in consultation with the students' Pupil Progress Manager, Deputy Head Teacher (Pastoral) and Health and Safety Officer (if needed). All such requests will need to be supported with appropriate medical evidence.

General Appearance (see Appendix 1)

### **Health and Safety**

Students are expected to follow all rules in relation to uniform and Health and Safety including:

- The wearing of caps, hoods, scarves, gloves are not permitted inside the building.(Headscarves for religious reasons are the only exception.) Scarves/gloves/hats in black/dark blue may be worn to and from school during cold weather.
- Students with pierced ears may wear one pair of small gold or silver studs in the lower lobe. Nose studs/ mouth piercings and other visible body piercings are not permitted. Earrings and other piercings covered by plasters are also not acceptable. Excuses, such as the piercing will close up are not acceptable.
- Temporary tattoos/henna designs on hands/legs are not allowed and will have to be removed.
- Students with long hair are expected to wear it tied back in PE and practical subjects. Clips should be discreet. Unacceptable ones will have to be removed and an alternative provided.
- No lacquer, mousse or gel.
- Nail varnish of any colour is not permitted.
- False/Acrylic/Shellac gel nails are not permitted
- Sensible bags are requested for use in school. Fashion bags, handbags, or plastic drawstring bags are not suitable for school equipment.
- All permitted jewellery must be removed for PE lessons.

During extreme hot weather, the Head Teacher may advise that blazers should not be worn; this advice will be communicated to students/parents and blazers may then be left at home. At all other times, students are expected to wear their blazers around school, on the way to and back from school and may only remove them in class when given permission by the Form/Class teacher.

Wearing of sun cream, sun-safe clothing, sunglasses will be advised, according to weather conditions and for PE activities such as Sports Day and school trips.

### **Cost and Availability**

St Gregory's Catholic High School is committed to meeting the DfE's recommendations on costs and value for money. Every care has been taken to ensure our uniform is affordable through our reputable suppliers: Touchline School Wear and Warrington School Wear. Families experiencing financial difficulties should contact school for advice.

St Gregory's Catholic High School does not amend the uniform requirements regularly and will take into account the views of parents/carers and students when considering a change to the uniform. Reminders of expectations and requirements are regularly communicated, are on our website and in students' Learning Organisers. All DfE guidance would be considered when looking at a change to our uniform.

### **Complaints and Challenges**

St Gregory's Catholic High School endeavours to resolve all uniform complaints and challenges in accordance with the school's Complaints Procedure Policy which is available on the website or a paper copy will be issued on request.

When a complaint is received, we will work with parents/carers to arrive at a mutually acceptable outcome.

### **Non- Compliance**

School will sanction in accordance with our Behaviour for Learning Policy.

### **Sanctions**

Students who do not adhere to the school's Uniform Policy will face appropriate sanctions. These will include staff (teaching, non-teaching and support) signatures on Respect Cards leading to sanctions which will include: detentions; supervision; phone calls to parents/carers; time spent in the Columba Room, our Internal Exclusion Facility, including lesson, break and lunch times, if deemed necessary by the Pupil Progress Manager/Senior Leadership Team. The application of sanctions will affect eligibility for our end of term/year Rewards.

- Students will be required to provide a note from home if they are unable to fulfil the requirements of the school uniform which states when the uniform will be corrected. They will, if appropriate, be given the correct uniform to wear as directed by their Pupil Progress Manager/ Pastoral Support Manager. This includes PE Kit and sanctions applied by PE staff following Departmental rules.
- Make-up is not allowed; this includes eyes/eyebrows, lashes, face and lips. Students who wear make-up will be asked to remove it. Make-up and nail varnish will be removed with appropriate wipes; allergy excuses will not be tolerated.

- Jewellery, apart from items stated, will be confiscated. They will be placed in an envelope, labelled and kept in a secure place until returned.
  - First offence:
    - at the end of the day.
  - Second offence:
    - at the end of the week.
  - Third offence:
    - end of the half term and parents/carers requested to come into school for item(s) to be returned.
- If a pupil persists in breaking uniform rules parents/carers will be invited into school to discuss the matter further; a fixed term exclusion will be applied for consistently breaking the school rules.
- Valuable clothing, jewellery (including those items which are permitted) should not be brought into school. The School's Insurance Policy does not cover loss or damage to personal belongings and we accept no responsibility for loss or damage to personal property on, or left on, the premises.

**Please remember that the school is the final arbiter of the appearance of students.**

### **Rewards**

St Gregory's staff are proud of students who support and promote the school through wearing of correct uniform. Students are congratulated informally on a daily basis for adhering to regulations and more formally in Year Group Collective Worship. Students who keep 'clean' Respect Cards are entered into a prize draw each half term; rewards can include money, vouchers, chocolate. Respect Card statistics are reported in 'The Net', contribute to termly reward eligibility and are presented at Governor's Community meetings. Uniform standards are also included in our SEAL Award criteria when peers/staff nominate students for the yearly awards.

### **Parents/Carers**

Parents/Carers support is crucial in maintaining the high standard of uniform and appearance at our school. It is the parents/carers responsibility to clarify on expectations before taking action/giving consent/buying items which contravene our school rules. 'Back to School' advertisements do not necessarily mean 'Back to St. Gregory's'. Clarification can be sought from your child's Pupil Progress Manager, who can also assist if there are specific issues regarding the buying of appropriate clothing/footwear.

We expect Parents/Carers to support the sanctions which will be applied when students do not follow the uniform code/policy.

**NB: We do ask parents/carers to ensure that all property and clothing is clearly labelled with the student's name.**

## **Staff Roles and Responsibilities**

All school staff have a responsibility to remind students of our high expectations, use Respect cards to detail infringements and report concerns to named staff.

- Form tutors set the scene for the day and are responsible for checking all students in their Form Group, addressing concerns and reporting issues to the relevant Pastoral Support Manager who will liaise with the appropriate Pupil Progress Manager.
- Subject teachers are expected to check uniform/general appearance as pupils enter the classroom, issuing reminders, addressing issues and reporting concerns to relevant Pupil Progress Manager.

## **Trips/Extra-Curricular/ Visits**

All uniform rules must be adhered to according to our policy. Sanctions will apply and include non-attendance at the event.

## School Uniform

### Boys

Royal blue blazer with **school** badge

**Lower School** Blue shirt (Tucked in)

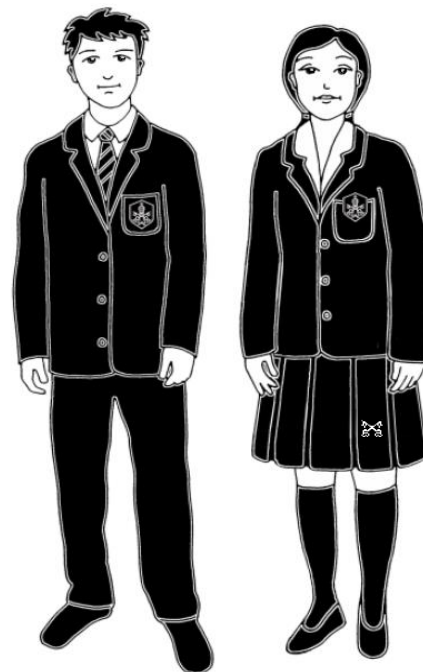
School tie: 6 stripes visible (Top button fastened)

**Upper School** White shirt (Tucked in)

School Tie: School badge visible (Top button fastened)

Black formal trousers (No jeans/ cord/ denim/skinny/ tight fit trousers)

Plain black socks



### Girls

Royal blue blazer with school badge

**Lower School:** Blue revere neck blouse (Tucked in)

**Upper School:** White revere neck blouse (Tucked in)

Black formal trousers or **knee length badged** school skirt

Knee/ankle length plain black socks or tights . No 'over the knee' or trainer socks

**Jumper** (optional): if worn must be school badged black jumper

**Shoes:** Formal black leather, flat heeled, no extremes of style. Boots, suede/ canvas /sports/Vans shoes and trainers are not permitted

**Outdoor Coats/Jackets:** Suitable style for school wear and be removed when in the school building. Fashion/leather/denim jackets are unacceptable

**Headscarves** - if worn, for religious reasons, must be plain black/dark blue

**Jewellery:** cross/chain/watch/one pair of plain stud earrings **only**

**Makeup:** not allowed. No false eyelashes

**Nails:** no varnish, false gel, shellac, acrylic nails allowed

**Haircuts:** no dyed/ coloured/ shaved/ ridged/ extreme styles

**Tattoos:** no temporary tattoos/Henna designs on hands/legs are allowed

## School Uniform

### PE Clothing (From September 2020)

NB: The existing PE Kit can be worn until it needs replacing.



#### Boys and Girls

Navy Sports Top (Badged)

Navy shorts (Badged)

Navy socks

Navy tracksuit (Badged) (Full tracksuit or individual items e.g. tracksuit top/ bottoms.)

Sports trainers (Pumps/converse style trainers are strictly not permitted in the interest of health and safety)

Studded boots for winter sports

**Additional Equipment:** Gum shields \* Shin pads \*

\*As recommended by Association for Physical Education (AFPE) in safety legislation.

### Uniform Suppliers

Touchline School Wear      Tel: 01925 413777

<http://www.touchline-embroidery.net>

Warrington School Wear Tel: 01925 576868

<https://alphaschoolwear.com/our-shops>