



# **St Brigid's School**

## **Uniform and Appearance Policy**

Report Author	RJ
Ratified by Governors	July 2018
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Status	Ratified

## Introduction

It is the policy of St Brigid's that all pupils wear the agreed school uniform as set out in this policy. This includes when participating in an event organised by the school outside of school hours or when representing the school.

## Legal Context

This policy statement has been prepared using the Welsh Government guidance for governing bodies on school uniform and appearance policies (Circular no: 015/2011). There is no education legislation specifically covering the wearing of school uniform or other aspects of appearance such as hair colour and style, and the wearing of jewellery and makeup. However, as part of its responsibility for the **conduct** of the school, a governing body can specify a uniform which pupils are required to wear and other rules relating to appearance. This policy applies to all phases of the school from Nursery to Year 13 as there are uniform requirements in every phase.

## Aims

- To ensure consistency in wearing of school uniform and appearance
- To remove any confusion around the school's expectations of pupils in regards to uniform and appearance
- To uphold the expectations listed below in line with Welsh Government guidance on school uniform
- To maintain our high uniform standards in line with the tradition of St Brigid's school
- To provide an affordable school uniform whilst retaining the heritage of the school

The Welsh Assembly strongly encourages Governing Bodies to have a school uniform (and appearance code) as it:

- provide a sense of identity and cohesion within the school and instils pride in its achievements;
- can support positive behaviour and school discipline;
- can ensure pupils dress appropriately for learning activity;
- can remove peer pressure to dress in 'designer' fashions;
- can enable pupils of all backgrounds to share in a common identity which embraces their particular requirements;
- can help reduce inequalities between pupils and some triggers for bullying;
- can help identify truants;
- can assist identification of strangers on school premises; and
- it can support and promote the ethos of the school.

The power to introduce a school uniform policy is contained in section 88(1) of the Education and Inspections Act 2006. Whilst this section does not specifically mention school uniforms it is broad enough to include it. This section places a duty on governing bodies to ensure that policies designed to promote good behaviour and discipline are pursued at the school. In addition section 89(1) of the Education and Inspections Act 2006 also places a duty on the Head teacher to determine measures (including rules and provisions for enforcing them) to be taken with a view to promoting discipline among pupils, a proper regard for authority,

encouraging good behaviour and respect for others and otherwise securing an acceptable standard of behaviour.

St Brigid's uniform policy statement has been drawn up with consideration of statutory provisions contained under the Equality Act 2010. The Governing Body of St Brigid's school and the Head teacher have fully considered this legislation when drawing up this policy so as not to discriminate unlawfully on the grounds of sex, race, religion or belief and disability. In drawing up this policy, the Governing Body has considered the need to meet their duties under the Human Rights Act 1998 and other anti-discrimination legislation.

### **Home-School Agreements**

Our Home School Agreement specifies:

- The school's aims, values and Christian ethos
- The school's responsibilities in relation to all pupils of compulsory and non-compulsory school age
- Parents' responsibilities while their child is registered at the school
- The school's expectation of its pupils
- The school's responsibilities to its pupils
- Pupils' Responsibilities

The school uniform and appearance expectations from part of the home/school agreement.

### **Student Council and Consultation with Pupils**

School uniform is one of the issues that the St Brigid's school council have considered at its meetings and consultation has taken place with the pupil body of the school when agreeing the new uniform for September 2018.

### **Sexual/Gender Discrimination**

The Governing Body has ensured that the composition of school uniform for boys and girls does not give rise to unlawful discrimination. In line with the school strategic equality plan, any pupil who considers him/herself as transgender will wear the correct uniform of their chosen gender **after consultation with the school**. Wearing of the opposite gender's school uniform will only apply to transgender pupils in line with our uniform requirements for boys and girls.

### **Discrimination on the Grounds of Race/Religious Belief**

The Governing Body recognises the need for religious requirements to be met within school uniform, and appearance policies will act reasonably in accommodating religious requirements. Any request to vary the policy to meet the needs of any individual pupil to accommodate their religion or belief will be considered carefully.

### **Disability Discrimination**

The Governing Body strives to ensure that school uniform and appearance policies do not disadvantage disabled pupils in comparison to pupils who are not disabled. Reasonable adjustments will be considered to accommodate disabled pupils' requirements.

**The school uniform consists of:**

**Early Foundation phase uniform (for Nursery pupils only)**

**Boys and girls**

Green jogging pants  
Green polo shirt  
Red sweatshirt

**Boys (Reception to Year 11) Autumn and Spring terms**

Blazer – Green with red trim and badge  
Shoes – Black, not trainer style  
Shirt – White, cotton button up neck with collar  
Pullover – Green with school logo  
Trousers – Grey Flannel (not cargo style)  
Tie – Red with Green stripes  
Socks – Grey ankle  
Scarf – Red and Green stripe  
Coat – black to be worn to and from school (in inclement weather only)

**Girls (Reception to Year 11) Autumn and Spring terms**

Shoes – Black, not trainer style, low heel  
Shirt – White, cotton button up neck with collar  
Pullover – Green with school logo  
Blazer – Green with red trim and badge  
Skirt – Margaret Rose Tartan (knee length)  
Tie – Red with Green stripes  
Socks/Tights – Bottle Green  
Scarf – Red and Green stripe  
Coat – black to be worn to and from school (in inclement weather only)

**Summer Term – Boys**

Blazer – Green with red trim and badge  
Bottle Green Polo with school logo  
Shorts/Trousers – Grey Flannel  
Socks – Grey ankle

**Summer Term – Girls**

Blazer – Green with red trim and badge  
Skirt – Margaret Rose Tartan (knee length)  
Shirt – White short sleeved shirt with reverse collar or white polo shirt with school logo  
Socks – White ankle

**Sixth Form**

Girls – navy blue and green kilt, white blouse, navy blue school jumper or cardigan with the school logo, blue school tie.  
Boys – Grey trousers, white shirt, navy blue school jumper or cardigan with the school logo, blue school tie.

All items are available from Forrester Sports, Mold [www.forrestersports.co.uk](http://www.forrestersports.co.uk). Shirts, trousers and shorts may be purchased from any supplier.

### **Uniform for Physical Education lessons consists of:**

#### **Girls & Boys (Years 3 – 11)**

Shirt – Black & red t-shirt with school logo  
Shorts/Skort – Black & red t-shirt with school logo  
Socks - Black football socks or white sports socks  
Trainers - **Not converse style pumps**

#### **Girls and Boys (Nursery – Year 2)**

T-shirt – Plain red round neck  
Shorts - Black  
Socks - White ankle socks  
Jumper – Red PE Sweatshirt

All items are available from Forrester Sports, Mold [www.forrestersports.co.uk](http://www.forrestersports.co.uk).

### **Jewellery**

Children are encouraged not to wear jewellery to school especially in P.E lessons. Earrings in the form of studs can be worn, **other piercings are not permitted**. A watch and one ring only may be worn.

### **Hair and Make up**

Hair should be a natural colour and styled appropriately for boys and girls (e.g no pattern shaving). Hair should be tied back if longer than shoulder length for both boys and girls. Make up if worn should be natural (pupils considered to be wearing excessive make up will be asked to remove it). Acrylic and other 'fake' nails are **not** permitted.

### **Medical Issues**

Requests made to vary the uniform and appearance policy to meet the needs of an individual pupil because of a temporary or permanent medical condition or impairment will be considered.

### **Home to School Travel**

Children are permitted to wear a black coat as well as their school blazer in the Autumn and Spring terms in inclement weather only. Coats are not to be worn in the place of their school blazer and coats should not be worn in the school buildings.

### **School Prospectus**

School uniform and appearance requirements are included in the school prospectus. This is updated annually and made available to all parents of existing and prospective pupils on request and via the school website. The Governing Body will review school uniform and appearance policies periodically (and at times when representations are made by someone) and consult parents, pupils and other groups for their views as part of any review.

## Complaints

Complaints about school uniform and appearance codes/policies should be dealt with in accordance with the Governing Body's complaints procedure. A copy of the school complaints procedure is on the school website.

## Sanctions for non-compliance

The governing body has put in place a school uniform policy and/or rules about appearance, however it is for the Head teacher to enforce these as part of his /her overall responsibility for the day-to-day running of the school and for maintaining discipline. All parents/carers agree to the school uniform code and policy on behalf of their children upon admission to the school for their children. It is expected that parents continue to support the school in upholding this code throughout the entirety of their child's education at St Brigid's school.

The Head teacher will decide what action to take when pupils infringe a school's uniform or appearance rules. Communication will be made with parents to try to understand the reasons for non-compliance and if there are any underlying reasons. Individual family circumstances will always be considered if uniform breaches are **not the fault of the pupil** (e.g. for financial reasons, if uniform is lost, stolen or damaged, or accidentally soiled beyond the point where it can be worn and it may not be possible to wash and dry some articles of clothing overnight) however parents/carers are expected to replace items as quickly as possible. The school has a stock of second hand uniform which parents/carers can purchase at a reduced price from the main school uniform supplier if there is evidence of genuine financial hardship.

The Head teacher reserves the right to discipline pupils for breaches of the school's uniform/appearance policies. Exclusion is not normally an appropriate response to breaches of school uniform/appearance policies. However, where these breaches are **persistent and in open defiance** of the school's uniform or appearance policy, and where all other avenues for resolving the uniform dispute have been exhausted, then the school reserves the right to consider internal inclusion (or exclusion as a last resort) depending on the circumstances of the case.

This policy will be reviewed by the Governing Body every two years in line with the school's policy review schedule.

A. Hannigan (Chair of Governors) \_\_\_\_\_

R. Jones (Headteacher) \_\_\_\_\_