

St Joseph's Catholic Primary School



Our Mission Statement




We grow together in God's Love as we Pray, Learn and Play

"Dyn ni'n tyfu gyda'n gilydd mewn cariad Duw wrth i ni weddio, dysgu a chwarae"

SCHOOL UNIFORM POLICY

Article 32:

You have the right to be protected

This Policy was approved by the Governing Body on	19 th July 2021	The first policy was drawn up and ratified by the Governing Body	Signed: 
This policy is due to be reviewed by the Governing Body	May 2024	This Policy was reviewed by the Governing Body and ratified	Signed: 
This policy is due to be reviewed by the Governing Body	November 2024	This Policy was reviewed by the Governing Body and ratified	Signed: 
This policy is due to be reviewed by the Governing Body	November 2025	This Policy was reviewed by the Governing Body and ratified	Signed:

This policy relates to the following legislation:

- Health and Safety at Work Act 1974
 - Education Reform Act 1988
- School Standards and Framework Act 1998
 - Human Rights Act 1998
 - Learning and Skills Act 2000
- Special Educational Needs and Disability Act 2001
 - Equality Act 2010
 - Education Act 2011
 - ALNET 2018
- Education (Guidance about the cost of school uniform) Act 2021

The following documentation is also related to this policy:

- School Uniform in Multiracial Schools (NFER)
 - School Uniform Guidance (DfE)

This policy follows consultation with parents/carers, pupils, school personnel, community groups, local religious leaders and the Local Authority who have given their views regarding any changes to the present school uniform. We acknowledge that we have an obligation under the Human Rights Act 1998 to protect and to accommodate the rights of individuals to display their religious or cultural dress and any request based on social or cultural grounds for pupils to wear other items of clothing, other than or in addition to the specified school uniform, will be considered.

The school has a moral duty to keep costs low for parents and will ensure that our school uniform is affordable, provides best value and that is sustainably sourced. We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

As a school community, we have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

It is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements connected with this policy.

Summary of Expectations from Estyn (Her Majesty's Inspectorate for Education and Training in Wales)

Under Estyn's current framework, schools are expected to have a clear and well-communicated School Uniform Policy that promotes a positive school ethos. The policy should detail what is expected from students regarding their uniform, ensuring consistency and professionalism. Schools are encouraged to regularly review and update their uniform policies to reflect changes in trends and to maintain high standards.

By following this detailed School Uniform Policy, St Joseph's Primary School aims to excel in providing a conducive environment for learning and personal development as per the 2022 Curriculum for Wales and the expectations of Estyn

Aims

- To ensure pupils wear school uniform in order to develop the school ethos and to support effective teaching and learning.
- To work with other schools and the local authority to share good practice in order to improve this policy.

Responsibility for the Policy and Procedure

Role of the Governing Body

The Governing Body:

- delegate the responsibility of implementing and maintaining this policy to the Headteacher
- delegate powers and responsibilities to the Headteacher to ensure all school personnel and visitors to the school are aware of and comply with this policy.
- has responsibility for ensuring that the school complies with all equality's legislation.
- nominate a designated equalities governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy.
- should ensure funding is in place to support this policy.
- should ensure this policy and all policies are maintained and updated regularly.
- should all policies are made available to all parents
- involves the School Senedd in the development, approval, implementation and review of this policy.
- makes effective use of relevant research and information to improve this policy.
- nominates a link governor to visit the school regularly, to liaise with the Headteacher and to report back to the Governing Body
- is responsible for the effective implementation, monitoring and evaluation of this policy

Role of the Headteacher

The Headteacher will:

- delegate responsibility on its endorsement to the Senior Leadership Team.
- ensure all school personnel, pupils and parents are aware of and comply with this policy.
- ask all staff to report any pupil who does not comply with this policy.
- impose sanctions for non - compliance with school uniform.
- write to parents of pupils abusing this policy asking for their support before any further sanctions are imposed
- process any complaints received in the appropriate way as stated in the school's complaints policy.
- report to the Governing Body the number of pupils who abuse this policy.
- make effective use of relevant research and information to improve this policy.
- work closely with the link governor and coordinator.
- provide leadership and vision in respect of equality.
- provide guidance, support and training to all staff.
- monitor the effectiveness of this policy.
- annually report to the Governing Body on the success and development of this policy

Role of the Nominated Governor

The Nominated Governor will:

- work closely with the Headteacher and the coordinator.
- ensure this policy and other linked policies are up to date.
- ensure that everyone connected with the school is aware of this policy.
- attend training related to this policy.
- report to the Governing Body every term.
- annually report to the Governing Body on the success and development of this policy

Role of School Personnel

School personnel will:

- comply with all aspects of this policy
- lead by example dressing appropriately
- be of a neat and tidy appearance
- report any pupil who does not comply with this policy
- implement the school's equalities policy and schemes
- report and deal with all incidents of discrimination
- attend appropriate training sessions on equality
- report any concerns they have on any aspect of the school community

Role of Pupils

Pupils will:

- be aware of and comply with this policy by wearing correct uniform
- be polite and well behaved at all times
- show consideration to others
- obey all health and safety regulations in all areas of the school
- co-sign and abide by the Home School Agreement
- liaise with the school council about any improvements to this policy
- take part in questionnaires and surveys

Role of the School Senedd

The School Senedd will be involved in:

- determining this policy with the Governing Body
- discussing improvements to this policy during the school year
- organising surveys to gauge the thoughts of all pupils
- reviewing the effectiveness of this policy with the Governing

Role of Parents/Carers

Parents/carers will:

- be aware of and comply with this policy by ensuring their children wear school uniform at all times
- support the school Code of Conduct and guidance necessary to ensure smooth running of the school
- be asked to take part periodic surveys conducted by the school

School Uniform

In School	Boys	Girls
Uniform	Winter - Grey sweatshirts, gold polo shirt, grey trousers or grey joggers, suitable black footwear Summer - Grey sweatshirt, gold polo shirt, grey trousers or grey shorts or grey joggers, suitable black footwear	Winter - Grey sweatshirts, gold polo shirt, grey skirt or pinafore or grey joggers, suitable black footwear. Summer - Grey sweatshirt, gold polo shirt, grey skirt or culottes, grey joggers or grey shorts, yellow and white dress, suitable black footwear
PE Pupils in Nursery and Reception to bring their PE kit to school in a bag to change for their PE lesson Pupils in Years 1- 6 to come to school dressed in their PE kit only on their PE day	Navy/Black shorts/joggers White t-shirt	Navy/Black shorts/joggers White t-shirt
Jewellery & Make Up	Small ring, watch, stud or small sleeper - type earrings NO MAKE UP	Small ring, watch, stud or small sleeper - type earrings NO MAKE UP
Hair	Neat/Tied back	Neat / Tied back

Sanctions

We will take appropriate action if any pupil does not adhere to this policy. But first, we will discuss with the pupil and the parent the reason why in order to establish a way forward.

Under no circumstance will any pupil be sent home for non-compliance with this policy without first informing the parent.

Complaints

We have in place clear procedures to deal with any complaint made against the school or individuals connected with it. We take any complaint seriously and we deal with them professionally following set procedures. (See Complaints policy)

Raising Awareness of this Policy

We will raise awareness of this policy via:

- the School Handbook/Prospectus
- the school website
- the Staff Handbook
- meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops

- school events
- meetings with school personnel
- communications with home such school app and website.
- reports such annual report to parents and Headteacher reports to the Governing Body
- information displays in the main school entrance

Training

All school personnel:

- have equal chances of training, career development and promotion
- receive training on this policy on induction which specifically covers:
 - All aspects of this policy
 - Physical Education
 - Swimming
 - Educational Visits
 - Social Events for Pupils
 - Equal opportunities
 - Inclusion
- receive periodic training so that they are kept up to date with new information
- receive equal opportunities training on induction in order to improve their understanding of the Equality Act 2010 and its implications

Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

Monitoring the Effectiveness of the Policy

Annually (or when the need arises) the effectiveness of this policy will be reviewed by the Headteacher and the nominated governor and the necessary recommendations for improvement will be made to the Governors.

The practical application of this policy will be reviewed every 3 years or when the need arises by the Headteacher and the nominated governor.