

Christ the King Catholic Voluntary Academy

St Thomas Aquinas Catholic Multi-Academy Trust (CMAT)



You should not use outward aids to make yourselves beautiful, such as the way you fix your hair, or the jewellery you put on, or the dresses you wear. Instead, your beauty should consist of your true inner self, the ageless beauty of a gentle and quiet spirit, which is of the greatest value in God's sight.

1 Peter 3:3-4

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1. 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

2. 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 sex, race, religion or belief, 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
- 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 if shoulder-length or longer)
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the headteacher, who can answer questions about the policy and respond to any requests

3. 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 and 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, such as ties
- 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/use on non-school days, such as coats and bags
- 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 times of the year
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as school-provided items of clothing
- 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 pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for school uniform

4.1 Christ the King's uniform

- We have two seasonal uniforms:

Summer uniform – up to October Half Term and from after Easter to the end of the school year:

- Navy v neck jumper or cardigan with the school badge
- White short-sleeved polo shirt
- Grey/ black or white socks

- Grey shorts or trousers or dark blue gingham dress

Winter uniform – from after October half term until Easter

- Navy knee length skirt or pinafore or mid-grey trousers
- Navy v neck jumper or cardigan with the school badge
- Navy tights or grey, black or white socks
- White shirt with standard collar and school tie (navy and gold stripe)

➤ Expectations for PE

- Navy shorts
- White t-shirt with optional school badge
- Plain navy sweatshirt
- Plain navy jogging bottoms
- White socks
- Trainers
- Plimsolls (optional for indoor PE)

➤ Expectations for swimming

- Swimming trunks or one-piece swimsuit
- Swimming hat is compulsory
- Goggles are optional
- Towel

➤ Expectations for jewellery and hairstyles

- Watches may be worn, but not smart watches
- Earrings must be simple gold or silver studs. Earrings must not be worn for PE or swimming, so they either must not be worn or the child must be able to remove them themselves.
- Hair styles – hair longer than shoulder length must be tied up with a plain or gingham blue or black hair tie.
- Extreme hairstyles such as patterns are not allowed.
- Natural coloured hair only.

➤ Expectations for shoes, bags and coats

- Sensible black flat shoes (No boots or trainers)
- Coats – a waterproof coat in any colour, preferably with a hood, is required for wet weather
- A bag suitable for carrying books is compulsory with branded book bags being available as an option

4.2 Where to purchase school uniform

➤ Branded items

- Our approved suppliers are:
 - Schoolwear Solutions in Leicester: [Home | Schoolwear Solutions | School and Sportswear](#)
 - Uniform direct: [Uniform Direct ® - Christ The King Catholic Primary School Uniform \(uniform-direct.com\)](#)

➤ Iron-on school badges, school ties and book bags are available from the school office

➤ Other items can be purchased from high street retailers and supermarkets

➤ Second-hand uniform

- Our Parent Teacher Association (PTA), the Friends of Christ the King organise frequent second-hand uniform sales, details of which will be shared on Arbor and in the newsletter.

5. Expectations for our school community

5.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (unless otherwise specified)

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.

5.2 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

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.

5.3 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 does not improve.

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.

5.4 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
- Takes into account the views of parents 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, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed annually by the headteacher. At every review, it will be approved by the local governing body.

7. Links to other policies

This policy is linked to our:

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