



St Nicholas Catholic High School

Uniform Policy 2022

To be read in conjunction with

St Nicholas Catholic High School Behaviour Policy

DfE Cost of School Uniforms Guidance (2021)

DfE School Uniform Guidance for Governing Bodies, School Leaders, School Staff and Local Authorities (2013)

Version Control

Current version	Previous version	Summary of changes made
May 2021	May 2021	Page 1: Removal of 'in an appropriate manner'
May 2022	May 2021	Page 1: Removal of need for Apron for Food Technology
May 2022	May 2021	Page 1: Removal of 'it is likely that a new skirt will need to be purchased in the future'
May 2022	May 2021	Page 1: Addition of <i>and / or be sanctioned according to the Behaviour Policy.</i>
May 2022	May 2021	Pages 2- 4: Updated compulsory and optional PE items including PPE items, reference to guidance from Association of Physical Education
May 2022	May 2021	Pages 2 – 4: Additional information updated regarding uniform items and where they can be purchased from – no longer from school.
May 2022	May 2021	Pages 2 – 5: Referenced new DfE cost of uniform guidance
May 2022	May 2021	Page 4: clarity of expression for details regarding shoes and change from should to must
May 2022	May 2021	Page 5: Inclusion of 'Leggings must be worn with shorts or a skirt'
May 2022	May 2021	Page 6: 'Teacher' changed to 'member of staff'

Policy Impact Statement	
Policy: Uniform	
This Policy has been implemented:	
Fully	Yes
Partially	
Occasionally	
Not at all (give reasons why)	
What revisions need to be made:	
To the Policy?	See Version Control Above
To its implementation?	

Rationale

A high standard of personal appearance is expected of all students. Any student at school in non-uniform clothing may be expected to wear items of uniform provided by the school for that day and / or be sanctioned according to the Behaviour Policy.

This policy is informed by Department for Education Publication: School Uniform Guidance for governing bodies, school leaders, school staff and local authorities (September 2013) and Cost of School Uniforms Guidance (November 2021). In the formulation of this policy, due regard has been given to the school's responsibilities under the Public Sector Equality Duty, further details of which can be found in Appendix A.

Uniform	Additional Information
School Teal Badged Blazer (Male/Female fitting)	Purchased from external School's uniform supplier
School Tie	Purchased from external School's uniform supplier
V Neck, long sleeved plain black jumper	Optional
White Shirt	
Formal Creased Black School Trouser	School Trousers must be of a formal style and creased. They must fit above the hips. Tight, slim or skinny fit trousers are not acceptable, even if they are purchased from a shop marketing them as a school trouser.
School supplied skirt with badge	Purchased from external School's uniform supplier. Skirts are distinctive to the school and as such can only be purchased from the School's Uniform supplier. At the time of purchase a school skirt should be fitted at knee length. If a skirt is worn 3" or more above the knee, then a new skirt must be purchased.
Black socks	Socks must be worn below the knee
Black plain tights	
Plain black footwear	<u>Footwear must be:</u> <ul style="list-style-type: none">• Leather• Plain black with no flashes of colour• Formal in appearance <u>Footwear must not:</u> <ul style="list-style-type: none">• Resemble a trainer• Be decorated with words• Have a trainer style lace• Have a sports sole• Be a canvas shoe• Be a ballet shoe

	The school has the final decision over the suitability of footwear.
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P.E. (Physical Education) Kit

Compulsory P.E. Kit items	Additional Information
Navy blue polo shirt with a sky-blue stripes (badged)	Purchased from an external School uniform supplier
Navy shorts with a sky-blue stripe or Navy games skort with a sky-blue stripe	Purchased from an external School uniform supplier
Navy blue/sky blue hooped design knee socks	Purchased from an external School uniform supplier
Indoor/Hardcourt Trainers and studded football/hockey boots	

Optional P.E. Kit

All of the below items can be purchased as optional extras.

P.E. Kit	Additional Information
Plain navy blue/black sweatshirt with no hood.	Must be an unbranded item
Plain white ankle sports socks	Must be an unbranded item
Plain navy jog pants.	Must be an unbranded item
Navy/black leggings	Must be an unbranded item Must be worn with a PE skort or PE shorts
Towel	
Reversible rugby/football shirt	Branded item purchased from external School's uniform supplier

PPE (Personal Protective Equipment)

Based on guidance from the Association of Physical Education, it is strongly advised for health and safety reasons that the following PPE items are purchased/provided for students use when participating in contact sports during curricular P.E lessons. If students do not have the required items, PE staff may modify the planned activity in order to enable safe participation. In competitive situations such as school fixtures, team practise and intra school matches it is essential that the recommended PPE is worn.

If families are unable to access any PPE items due to financial difficulty, please contact the PE department.

Shin pads	Football and Hockey
Gum Shield	Hockey and Rugby

Students who purchased P.E. Items in previous years can continue to wear older versions of rugby/football shirts and socks.

Haircuts and Hair styles

The School recognises that changing hairstyles are part of everyday society. However, school is a learning environment for children and young adults who can be at a vulnerable stage of their life. As such, the School has decided that some styles are not appropriate at school.

The following haircuts and / or hair styles are not permitted at St Nicholas Catholic High School:

- Logos, styles or 'tram lines' cut or shaved into hair.
- Coloured hair dye with obvious differential from original colour.
- Fully shaven heads.
- Clear differential in hair across areas of the head.
- A cut shorter than a 'Number 2' on any part of the head.
- Hair extensions.
- Beads and / or other fashion hair accessories: this does not apply to religious and cultural symbols such as head scarves.

Hair covering the face should be tied back for health and safety reasons; hair bands and bobbles should be plain.

Parents or carers who have a concern regarding haircuts and / or styles not permitted for medical reasons, should always contact the school.

The School aims to be consistent in its approach to all students. An objective of this Policy is to be logical, clear, and demonstrate a consistent rationale that is applied fairly. The School will always aim to treat students fairly and consistently.

Details of the consequence for having a haircut and /or hair style that is not permitted can be found in the Behaviour Policy (Appendix One). The School will decide if further action is needed if the matter cannot be rectified in the short term. Parents / carers and students will be informed of any action being taken. A continued failure to meet the expectations is a deliberate and repeated defiance. Details of the consequence of this can be found in the Behaviour Policy (Appendix One).

Parents or carers who feel an approach is unfair or unreasonable, should always contact the School.

Additional Information

To maintain the high standards of the school and its positive public image, the students are expected to wear an appropriate coat. Coats must not carry large branding, be made of leather or denim. Garments of any description which carry logos affiliated to any club are not permitted.

- The wearing of make-up/fake tan is not permitted in school
- Jewellery, accessories, or badges are not permitted in school. It is not acceptable to cover jewellery with a plaster and the item must be removed
- Nail varnish or any types of acrylic nails are not permitted

- Students are not permitted to have tattoos
- Coats and other outdoor clothing may not be worn within the school building
- Blazers must be worn at all times unless authorised by a member of staff
- School shirts must have an unbuttoned down collar appropriate for the wearing of a tie and capable of being tucked into trousers or skirts neatly
- Hooded tops are not to be worn and this includes travel to and from school. Students have the option of wearing a coat when outside the building or wearing a plain, black v-neck woollen jumper, underneath the school blazer

Final decisions on matters involving uniform, standard of dress and/or appearance, any decision is at the Headteacher’s discretion.

If you would like to check the suitability of an item before purchasing, please seek advice from the School.

Reviewed by: Student Welfare & Progress Committee	Date:
Ratified by Governing Body	Date:
Review of Policy Due By	Date:

Appendix A

Human Rights, Equality and Discrimination considerations

Some religions, cultures and beliefs require their adherents to conform to a particular dress code, or to otherwise outwardly manifest their belief. This could include wearing or carrying specific religious artefacts, not cutting their hair, dressing modestly, or covering their head. Students have the right to manifest a religion or belief but not necessarily at all times, places or in a particular manner.

Where the school has good reason for restricting an individual’s freedoms, for example, the promotion of cohesion and good order in the school, or genuine health and safety or security considerations, the restriction of an individual’s rights to manifest their religion or belief may be justified. The school will balance the rights of individual students against the best interests of the school community as a whole. Nevertheless, it should be possible for most religious and cultural requirements to be met within a school uniform policy and the governing body will act reasonably through consultation and dialogue in accommodating these. In formulating its school uniform policy, the school has considered its obligations not to discriminate unlawfully, including the concept of “indirect” discrimination.