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Policy adopted: March 2023

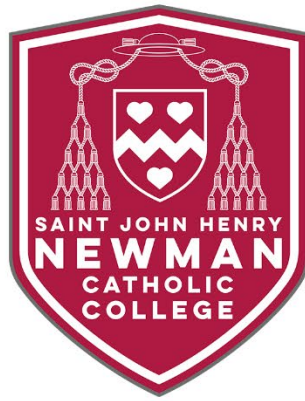
Last review date:

Signed by: Mr J. Cassin.

Position: Chair of Governors

A handwritten signature in black ink, appearing to read "J. Cassin".

**UNIFORM POLICY**



Saint John Henry  
**Newman Catholic College**

**LOVE** ONE ANOTHER

**FAITH** IN OUR COMMUNITY

**COURAGE** TO DO THE RIGHT THING

**VOCATION** TO MAKE A POSITIVE CONTRIBUTION

**SERVICE** TO LOVE YOUR NEIGHBOUR AS YOURSELF

**DIGNITY** TO TREAT OTHERS AS YOU WOULD LIKE TO BE TREATED

**EXCELLENCE**

“We strive to have the courage to celebrate  
and live our Christian Faith,  
in love and service to all others,  
to achieve dignity and excellence”

We monitor the impact of all policies on students, staff, parent and governors with particular reference to the impact on the attainment and wellbeing of students.

As a Roman Catholic College we believe that our policy should reflect our mission statement, which calls us to love and honour the dignity of every individual.

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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, Newman College will:

- Look to avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Endeavour to keep 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 for example during public and mock examinations and science experiments)
- Allow all pupils to style their hair in a way that is appropriate for school yet makes them feel most comfortable
- 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/carers to get in touch with the college 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 must 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/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible for example, by only asking that the blazer, worn over the jumper, and skirt features the school logo
- Avoiding specific requirements for items pupils could wear 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 year groups
- Avoiding different uniform requirements for extra-curricular activities

- 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 Our school's uniform 2022-23

#### General Uniform

- ***Black blazer with college badge***
- ***College tie***
- ***College jumper or tank top, purple trim on neck*** (except when instructed by the headteacher during June and July)
- Black Tailored trousers or ***knee length black skirt with college badge*** (not skinny fit, no lycra or denim)
- White formal shirt
- Plain black ankle socks (without any frills or lace) or plain black tights.
- Plain black, flat, or low-heeled shoes (not trainer or canvas and must not display any brand names).
- Purple head scarfs purchased from the college (optional).

#### P.E. & Games Kit

- ***Polo shirt with college badge***
- ***Sports shorts with college badge***
- White short socks
- ***Purple football socks***
- Sports trainers (pumps are not suitable)

Optional: Shin pads, Football boots

Optional for outdoor lessons in autumn and winter terms: *Black outdoor college fleece, black college tracksuit bottoms, black college waterproof jacket* (for outdoor lessons in autumn and winter terms).

**Note: Items in bold italics can only be purchased from Monkhouse Schoolwear (see section 4.2 below)**

#### Outdoor Clothing

The College blazer is essential at all times. An outdoor coat is also advisable, particularly during inclement weather.

- Outdoor coats should not contain any large-scale graphics or lettering anywhere on the coat.
- Hooded or tracksuit tops are not permitted in place of an outdoor coat and must not be brought to college.
- Lockers can be used to store coats during the college day.

#### School Bags

It is expected that all pupils will carry their exercise books, pencil case, reading book, PE Kit and other equipment to college each day in a suitable bag or rucksack. Handbags are not appropriate for carrying such items and should not be brought into college. Lockers can be used to store items such as PE kits to reduce the size and weight carried around the college.

#### Jewellery

In the interests of health and safety, jewellery is NOT permitted. For the same reason, all other body piercings (even those not visible) are strictly forbidden. These are inappropriate for college and pupils will be instructed to remove them regardless of any time required for the piercing to establish.

## Hair and Hairstyles

Pupils' hair and hairstyles should make them feel comfortable. Styles should be neat in keeping with smartly worn uniform and appropriate for school. Hair colours that are not natural, shaven heads, and lines are not permitted. Plain hair bobbles and grips are permitted to manage and tie hair back.

### Make-up

Make-up, false tan, severe eyebrows, acrylic or gel nails, and nail varnish are inappropriate for college and must not be worn.

## 4.2 Where to purchase Uniform

Parents and carers can purchase the items listed in bold italic font in section 4.1 from Monkhouse, available here: [Monkhouse](#)

Other items listed may be purchased more widely, e.g., from 'high-street' retailers

Second-hand uniform may be purchased from the college. Please contact reception on 0161 785 8858 for details.

## 5. Expectations for our school community

### 5.1 Pupils

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

- On the school premises
- Travelling to and from school
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Pupils are also expected to contact Miss H Scott [Deputy Headteacher Inclusion and Designated Safeguarding Lead, [h.scott@newmanrc.oldham.sch.uk](mailto:h.scott@newmanrc.oldham.sch.uk)] 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
- In good condition

Parents are also expected to contact Deputy Headteacher Inclusion and Designated Safeguarding Lead, [h.scott@newmanrc.oldham.sch.uk](mailto:h.scott@newmanrc.oldham.sch.uk) 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 doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Assistant Headteacher with responsibility for Behaviour.

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 governors will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Considers the views of parents and pupils
- Offers a uniform that is appropriate, practical, and safe for all pupils

The Governors 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 Miss H Scott, Deputy Headteacher Inclusion and Designated Safeguard Lead. At every review, it will be approved by the Behaviour, Safe and Wellbeing Governing Body Committee.

## 7. Links to other policies

This policy is linked to our:

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