



St Norbert's Catholic Voluntary Academy Uniform Policy

Date Adopted: Advent 2024
Date of Review: Advent 2026

Our Mission Statement

St. Norbert's strives to nurture and develop the whole child through a
Love of God
Love of one another
Love of life itself

Article 3: All organisations concerned with children should work towards what is best for each child.

Statement of intent

Our policy has been created with health and safety, value for money, and practicality at its heart. It has been designed to ensure pupils wear clothing conducive to a successful learning environment. It is important that our pupils feel a sense of belonging and community through a smart and practical uniform.

We believe a uniform allows all pupils, regardless of background, to feel equal to their peers and confident in their appearance. We also believe it is important for activities to be facilitated by specialised and appropriate clothing such as sports specific attire.

St. Norbert's is committed to ensuring equality and value for money, and that no pupil is discriminated against due to their religion or belief, economic circumstances or social and cultural background – this policy contains provisions to meet these objectives.

Legislative framework

1.1 This policy has due regard to statutory legislation and national guidance, including, but not limited to the following:

The Education and Inspections Act 2006

The Education Act 2011

The Human Rights Act 1998

The Equality Act 2010

DfE (2014) 'School Admissions Code'

DfE (2013) 'School uniform'

Cost and availability

2.1. Under the School Admissions Code 2014, the school must ensure that "policies around school uniform or school trips do not discourage parents from applying for a place for their child."

2.2. St. Norbert's is committed to fulfilling the DfE's recommendations on costs and value for money. Every care has been taken to ensure that our uniforms are affordable for all current and potential pupils, and that the best value for money is secured through reputable suppliers.

2.3. St. Norbert's works with multiple suppliers to obtain the best value for money. Any savings negotiated are passed to parents where possible.

2.4. The school does not amend uniform requirements regularly and take into account the views of parents/carers and pupils when considering changes to school uniforms.

2.5. Where wholesale changes are required, the school ensures that assistance is provided to parents struggling to meet the associated costs.

Religious clothing

3.1. Some religions and beliefs require their members to conform to a specific dress code. St. Norbert's does not discriminate against any religion or belief; however, the school must weigh the needs and rights of individual pupils against the cohesion and health and safety concerns of the entire school community. The schools endeavour to allow most religious requirements to be met.

3.2. Parents'/carers' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and local governing board, and always in accordance with the school's Complaints Procedures Policy.

Equality

4.1. The school is required to ensure that the Uniform Policy does not discriminate unlawfully.

4.2. Every step has been taken by St. Norbert's to ensure that the cost of girls' and boys' uniforms are not disproportionate.

Complaints and challenges

5.1. The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

5.2. When a complaint is received, the schools work with parents to arrive at a mutually acceptable outcome.

5.3. The Headteachers and Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

Non-compliance

6.1. If the uniform policy is breached, parents will be contacted and asked to provide the child with the appropriate uniform.

6.2. School will keep a selection of spare uniform for the child to change into if the uniform breach cannot be rectified immediately. This uniform will be returned at the end of the school day rather than the child going home in it.

6.3. In extreme cases, parents/carers will be asked to take their child home to get them changed.

6.4. Parents/carers are notified in all cases.

7. School colours

7.1. The school colours are: •Navy Blue and Golden Yellow

8. Winter uniforms

Uniforms are as follows:

School sweatshirt or school cardigan with school logo

White polo shirt or shirt

School coat with logo (optional)

Grey trousers, or skirt, or grey pinafore

Grey, black or white socks

Grey tights

Black shoes or trainers

School navy and gold striped tie

9. Summer uniforms

Uniforms are as follows:

White or polo shirt or shirt

School coat with logo (optional)

Blue checked Summer dress in Summer months (Pentecost Term, following Easter holiday - July)

Grey trousers, shorts, or skirt, or grey pinafore

Grey or white socks or tights

Black shoes or trainers

10. PE kits

PE kits are as follows:

School blue T-shirt with school logo preferably or plain t-shirt

Plain shorts

Suitable trainers

Suitable sports footwear, e.g. football boots

Plain navy/black joggers are permitted to be worn in winter months.

Navy school logoed hoodie or jacket

11. Footwear

Black shoes or plain black trainers should be worn. Boots are permitted in Winter but they must be black and have a low level heel.

12. Jewellery

12.1. One pair of stud earrings – no other piercings are acceptable.

12.2. Pupils are not permitted to wear any other jewellery in the school grounds, due to health and safety risks and must be removed for PE lessons and swimming lessons.

13. Hairstyles

13.1. St. Norbert's reserves the right to make a judgement on the suitability or unsuitability of pupils' hair and appearance.

13.2. Extreme hairstyles, such as mohawks and patterned or brightly coloured hair, are unacceptable.

13.3. Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk and therefore must be tied back safely.

14. Make-up

14.1. St. Norbert's does not consider make-up appropriate and pupils are not permitted to wear any such products. Nail varnish is not permitted.

15. Hot weather

15.1. During hot weather, lightweight clothing will be required in order to reduce the risk of overheating. Pupils will be advised not to wear their jumpers during heatwaves.

15.2. Children not wearing sun-safe clothing will be required to play in an area protected from the sun, or spare clothing will be provided.

16. Labelling

16.1. All clothing and footwear should be clearly labelled with the pupil's name.

Second-hand uniform

The school actively encourages parents/carers to donate unwanted uniform back to school to be offered to parents in need of second-hand uniform. Parents/carers are asked to hand it in to the school office.

Signed _____

(Headteacher)

Signed _____

(for and on behalf of the *Governing board*)

Date _____