



## St Thomas More RC College

### Policy: **Uniform policy**

*This policy will be reviewed every 12 months*

|                                                         |                                       |             |
|---------------------------------------------------------|---------------------------------------|-------------|
| Author                                                  | H Brophy                              |             |
|                                                         | Signature of member of Governing body | Date        |
| Policy approved/<br>reviewed<br>(delete as appropriate) |                                       | 23 May 2024 |

## **College Mission Statement**

St Thomas More RC College is a group of believers, united heart and soul in a Community which recognises the worth and dignity of all people. St Thomas More RC College is Committed to developing fully the talents of all its members, in Communication of the Gospel values of peace, love, truth and justice; in Communion with Our Lord and Saviour, Jesus Christ.

Within the Uniform policy the College recognises and acknowledges its legal duties and responsibility towards:

- The Equality Act
- Safeguarding
- Pupils with special educational needs (SEN)

The Uniform policy should be read in conjunction with the schools Equality and Diversity Policy, and the SEN policy. Which are available on the schools' website

This School Uniform Policy has been reviewed and approved by the Senior Leadership Team and the Governing Body taking account of the Education (Guidance about cost of School Uniforms) Act 2021.

## **Our Shared Core Standards: Excellent Uniform**

St Thomas More RC College expects high standards to be maintained at all times, the following outlines our shared core standards that all pupils are expected to uphold in relation to uniform. The rationale behind all of our core standards is to allow all members of our community to learn, feel valued and be safe.

These standards should be read in conjunction with the college's uniform code which is included in this policy.

Every member of staff is expected to be proactive in ensuring the following standards are maintained.

### **Pupils must wear full uniform when on college premises.**

College uniform must be worn correctly as pupils enter the college gates at the start of the day and must continue to be worn correctly until pupils leave the college gates at the end of the day.

### **College blazers and Jumpers must be worn at all times**

Blazers must be worn at all times. A teacher may give permission for a pupil to remove their blazer or jumper during lessons. In the summer at the decision of the Headteacher students may be given permission not to wear a jumper for college depending on the weather conditions

### **All years must wear a clip-on college tie.**

Pupils need to make sure their top button is fastened and their tie is clipped onto the collar (top) of the shirt.

### **Coats and scarves should never be worn inside the college buildings.**

Pupils must take off coats when entering the college building and can only put coats back on when they go outside. Coats, jackets, hooded tops or non-uniform jumpers must **not be worn under blazers at any time inside or outside the college buildings, including at the end of the college day.**

**Pupils must wear plain black leather or leather look school shoes.**

Shoes should not have clearly visible logos or stripes. Training shoes, pumps or canvas shoes are not acceptable. Girls may wear school appropriate black boots under trousers but not with a skirt.

**Pupils should not wear makeup.**

Pupils must not wear any kind of makeup including facial make up, make up applied to the eyebrows, fake tan, nail varnish, false nails or false eyelashes.

**Hair accessories must be plain/dark in colour to maintain our high standards of uniform.**

Any hair bands and/or hair clips a pupil chooses to wear, must be plain and dark in colour, whilst also being a modest size and style and in keeping with the spirit of the uniform code.

**Pupils are expected to wear hair in a neat style. Pupils should not have extreme hairstyles.**

Hairstyles (including shaved heads) judged to be extreme by the Headteacher are not permitted e.g Shaved Tramlines. Hair must be of one colour and natural in appearance.

**Pupils must not wear jewellery; however, pupils may wear a watch.**

Pupils should not wear any kind of jewellery including earrings, piercings, necklaces, bracelets and plastic/rubber wristbands. Facial piercing should **not** be covered with a plaster to disguise them, as jewellery is not permitted and they should simply not be worn.

**Trousers should be full length black tailored school trousers.**

## **Uniform Requirements**

At St Thomas More RC College we believe there is a strong link between high standards of uniform and high standards of behaviour and learning, as a result we expect all students to adhere to the following uniform requirements.

### **GIRLS**

- Black blazer with school badge\*
- Black school jumper (long sleeve or without sleeves) with St Thomas More trim\*
- Clip-on school tie\*
- Black school uniform type skirt (pleated style) **or** black full-length school trousers (not jeans, leggings or tight fitting)
- White blouse – button collar to take tie
- Black ankle socks or plain black tights
- Plain black leather-look school shoes (no logos, stripes, no fabric shoes or pumps)
- Plain black boots may be worn under trousers but not with a skirt

### **PE Kit**

- Black/Gold STM branded long sleeve training top (Quarter zip)\*
- Black/Gold STM branded polo/sports top\*
- Plain black tracksuit bottoms or plain black leggings
- Plain black shorts (optional)
- Black or white sports style socks
- Trainers

### **BOYS**

- Black blazer with school badge\*
- Black school jumper (long sleeve or without sleeves) with St Thomas More trim\*
- Clip-on school tie\*
- White shirt – button collar to take tie
- Black full-length school trousers (not jeans or fashion trousers, e.g. not tight fitting)
- Plain black leather-look school shoes (no logos, stripes, no fabric shoes or pumps)
- Black socks

### **PE Kit**

- Black/Gold STM branded long sleeve training top (Quarter zip)\*
- Black/Gold STM branded polo/sports top\*
- Plain black tracksuit bottoms (optional)
- Plain black shorts
- Black or white sports/football style socks
- Trainers
- Football boots

\* Branded items of uniform are purchased from our preferred supplier Sallies.

PE Kits, coats, blazers and jumpers should be clearly marked with pupil's name.

Trainers are only allowed in PE. They must never be worn in school other than during PE lessons and must be brought to school only on the days the pupil has PE. We ask you do not allow your child to wear expensive coats and jackets for school, due to the risk of them being lost. All items of jewellery are NOT allowed except a watch.

*The school is introducing new (gender-neutral) long sleeve training tops and (gender-neutral) short sleeve sports tops that are made out of modern sports materials. This introduction is a phased approach however*

*and although all new PE tops should be purchased in the new style, all the following items of PE wear will be acceptable for school if a student has them available to wear.*

*STM Fleece*

*STM Gold Polo Shirt*

*STM White Polo Shirt*

*STM Black Polo Shirt*

*STM Gold/Black Rugby Shirt*

## **Affordability of Uniform**

The School has a relationship with a local Uniform supplier “Sallies” who can supply all items of school uniform including branded items directly to parents/carers. As the Governors are currently satisfied with the high quality and durability of the products provided, Sallies is the preferred School Supplier for all branded items, and these are sold directly to parents/carers by Sallies. All items of non-branded uniform can be bought from any school uniform retailer but parents/carers will need to make their own judgement about the durability/quality of any items purchased and satisfy themselves that the items are in line with the school uniform requirements. Items that are judged by the school not to meet the uniform requirements will not be allowed to be worn.

Sallies is an independent retailer and the school does not receive a financial share of uniform sales. The arrangement with Sallies is not an exclusive arrangement and providing the Governors were satisfied that alternative suppliers could provide quality, durability, consistency and most importantly value for money then the Governors would not seek to restrict any new retailers entering the market.

The school undertakes regular checks on an annual basis that Sallies has reviewed its arrangements with manufacturers and that they have an appropriate agreement in place with their suppliers. The Governors make every effort to satisfy themselves that Sallies are providing good value for money for Parents/Carers and the details of the discussions with Sallies and the pricing model are reported to Governors on an annual basis through the Finance and Building sub-committee

Typical estimated costs for school uniform at St Thomas More RC College are expected to be as follows. Prices accurate as of 05/05/2022 for items supplied by Sallies.

Note: An average cost may have been used were larger sized items have a higher cost

| Uniform Item                           | Branded (Y/N) | Expected number of items per pupil | Individual Cost per item. | Total Cost |
|----------------------------------------|---------------|------------------------------------|---------------------------|------------|
| Blazer with school badge               | Yes           | 1                                  | £34                       | £34        |
| School Jumper with St Thomas More trim | Yes           | 2                                  | £17.19                    | £34.38     |
| Clip on Tie                            | Yes           | 1                                  | £5.49                     | £5.49      |
| Black Skirt/Trouser                    | No            | 2                                  | £12.99                    | £25.98     |
| School Shirt                           | No            | 4 Shirts                           | £14.99 pack of 2          | £29.98     |
| Socks                                  | No            | 5 pairs                            | £5.00 pack of 5           | £5.00      |
| Black shoes                            | No            | 1 pair                             | £35.00                    | £35.00     |
| PE KIT                                 |               |                                    |                           |            |
| Polo Shirt                             | Yes           | 1                                  | £13.49                    | £13.49     |

|                         |     |        |                              |         |
|-------------------------|-----|--------|------------------------------|---------|
| Long Sleeve Top         | Yes | 1      | £20.00                       | £20.00  |
| Shorts/Skirt/leggings   | No  | 1      | £9.99                        | £9.99   |
| Sports Socks            | No  | 1 pair | £5.00                        | £5.00   |
| Trainers/Football boots | No  | 1 Pair | £35/00                       | £35.00  |
|                         |     |        | Total expected cost per year | £253.31 |

The expected cost of uniform is in line with other Secondary Schools within the area and careful consideration has been made regarding the number of branded items to keep a sensible balance between cost, durability and consistent standards of uniform that promotes a sense of common identity and pride.

The school does not have different uniform items for different year groups apart from a different tie for Year 11 Students. This means that Parents/Carers can use items of uniform again each academic year as their son/daughter moves through the school or items can be passed onto siblings.

The school has had a consistent uniform policy for many years and no significant changes are planned to the uniform, this means that unexpected uniform costs are kept to an absolute minimum.

The consistency of the Uniform over many years means that the uniform code is well established and students and Parents/Carers has certainty over the expectations/standards/cost. Parent/carer views are listened to carefully and regular surveys show high levels of satisfaction with the school. Parents/Carers who have comments or matters that they want to raise in regard to the school uniform are encouraged to contact the school at [admin@stmcollege.org.uk](mailto:admin@stmcollege.org.uk)

All views regarding uniform are taken account of in creating and reviewing the policy.

### **Provision of Second-Hand Uniforms**

The school holds a small stock of second-hand uniform that has been donated by students or parents/carers.

This stock is available for distribution to parents/carers free of charge. If parents/carers are finding difficulty with the cost of uniform they should contact the school office or their child's Head of Year so arrangements can be made to provide the uniform that the school has available. Other methods of support may also be available in certain circumstances.

In order to have a greater supply of second-hand uniform available the school intends to ask parents for donations of uniform that is in good condition but no longer needed at the end of each academic year.

The school will also if possible hold an annual event (from Academic Year 2022/2023 onwards) where all second-hand items of uniform are displayed for parents/carers to visit school and select required items. These second-hand items will be provided free of charge but parents/carers can make a small voluntary donation to school fund if they wish on collection of their selected uniform items.