

School Uniform Policy

St. Michael's Catholic Grammar School



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Contents

1. Aims	3
2. Our school's legal duties under the Equality Act 2010	3
3. Limiting the cost of school uniform	3
4. Expectations for school uniform	4
5. Expectations for our school community	5
6. Monitoring arrangements	6
7. Links to other policies	6

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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all students the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure that our uniform costs the same for all students
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow students to wear headscarves and/or other religious garments
- Allow students with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with the Deputy Head who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Avoiding specific requirements for items students could wear on non-school days, such as bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- Avoiding different uniform requirements for different year/class/house 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 students 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

All distinctive and available only from uniform supplier

Purple blazer with badge (required)

Lilac blouse (required, short sleeve optional in Summer)

School coat (required)

Available from a range of stores

Purple pleated skirt (available only from uniform supplier)

or

Grey tailored school trousers Aspire 1ET (available from a range of stores)

Not permitted- Skinny fit, cropped, flared, denim or fashion focused including items marketed as school trousers that do not meet the school standard

Deep purple V neck jumper the same shade of purple as the skirt.(required)

PE kit- Falcon Sportswear- Available from a range of stores

Required

Shorts- Spirit knee length panelled sports shorts in Black/purple/white P231 **or** Encore Leggings- Black/purple leggings ZR38

PE Sweatshirt with quarter zip. Black/Purple/White B250

PE Poloshirt Black/Purple/White G920

Black football socks with purple turnover.

Plain drawstring bag with no branding (colour dependent on year group)

Optional

Plain Black Jogging Bottoms (no brand)

Available from any store

Grey/black tights or socks

Black leather school shoes

School bag

White trainers

Expectations for jewellery and hair

The only jewellery allowed is:

1 small silver or gold ball in each ear lobe (Year 7-11)

A simple chain with cross or crucifix

A watch (no smart watches)

No facial piercings (Year 7-13)

Any hairstyle allowed (no extreme colours, blue/green/pink/ purple)

4.2 Where to purchase it

The only official uniform supplier for distinctive items listed above is Uniform4kids
(<https://www.uniform4kids.com/>)

Second Hand Uniform

Available from school (Medical room supervise the sale to parents)

Available at Year 6 PA BBQ every year

4.3 Sixth Form Dress Code

The dress code in the sixth form is 'casual with limits'. We want students to be comfortable whilst maintaining certain standards. The following are not allowed:

Shorts

Sports bottoms: Tracksuit bottoms/jogging bottoms

Leggings

Ripped trousers/jeans

Caps

Any hat indoors

Facial piercings

Extravagant jewellery

Hair dye of an unnatural colour

Tops with 'spaghetti straps'

Clothing that shows underwear, midriff, low neckline

Dresses/skirts significantly above the knee

5. Expectations for our school community

5.1 Students

Students are expected to wear the correct uniform at all times (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)

Students are also expected to contact the Deputy 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
- In good condition

Parents are also expected to contact the Deputy 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 students to make sure they are in correct uniform. They will give any students 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 using the school's Positive Discipline Policy

In cases where it is suspected that financial hardship has resulted in a student 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 students
- Offers a uniform that is appropriate, practical and safe for all students

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 Deputy Headteacher. At every review, it will be approved by the Full 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