

ENGLISH MARTYRS' CATHOLIC VOLUNTARY ACADEMY UNIFORM POLICY



Approved by:	Gemma Ellis	Date: March 2025
Last reviewed on:	March 2025	
Next review due by:	March 2027	

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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 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 pupils 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 pupils

Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)

Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable

Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment

Allow pupils to wear headscarves and/or other religious garments

Allow pupils 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 pupils or their parents/carers to get in touch with Mrs Ellis, 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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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 parent 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

Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties

Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability

Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes



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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 extra-curricular activities

Making sure that arrangements are in place for parents to acquire second-hand uniform items (We have a very good uniform swap scheme – do see Miss Sutton or the school office for further information)

Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes

Consulting with parents/carers 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

Our school Winter uniform is

- A white button down, collared shirt
- An elasticated or non-elasticated school tie (Available from the school office)
- A royal blue v neck jumper or royal blue cardigan (with or without the school logo)
- Grey skirt, pinafore dress or trousers.
- Black, flat closed toe shoes (not boots or trainers)
- Grey or white socks or grey tights
- Hair bobbles, bands and accessories should remain within the school colours of blue and gold/ yellow

Our school Summer uniform is:

- Blue and white checked summer dress or culottes with a royal blue cardigan
- White short sleeved, button down, collared shirt with an elasticated or non-elasticated school tie (Available from the school office)
- Grey shorts or trousers
- Black, flat closed toe shoes (not trainers or sandals)
- Grey or white socks or grey tights
- Hair bobbles, bands and accessories should remain within the school colours of blue and gold/ yellow

PE kit

Indoor PE

- White polo shirt (with or without school logo)
- Plain blue shorts
- Plimsolls

Outdoor PE

- White polo shirt (with or without school logo)
- Plain blue shorts



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- Trainers
- Blue hoodie or round necked sweatshirt. School hoodies can be ordered directly from the school office.

PE kits come into school on Monday and go home on a Friday

Forest School uniform

- Wellies
- All in one waterproof or 2-piece waterproof coat and trousers
- Extra long-sleeved top, socks and jogging bottoms in cooler weather.

Forest school clothing will go home at the end of each half term

Additional Information

- Coats can be any colour or style as long as they provide adequate protection from the elements. Even during Summertime, children should bring a raincoat to school, just in case!
- School bags can be any appropriate bag, however we do recommend our school branded book bags as they are cost effective and helpful as we are limited on storage space.
- Jewellery should be kept to a minimum; a watch (not a 'Smart' watch) and small stud earrings are allowed. However, these should be removed for PE/swimming – or we would recommend they are not worn on PE days. We would expect children to be able to remove their own earrings, or alternatively for them not to be worn at all on PE days. In the cases where earrings cannot be removed i.e. newly pierced ears, pupils must be able to tape up their earrings using their own medical tape. If pupils would struggle to do this, they should have their ears pierced at the start of the summer holidays so that they are fully healed for the new academic year.

4.2 Where to purchase it

Just Schoolwear

73 Derby Road, Long Eaton, NG10 1LU

Tel: 0115 9652869

Morleys <https://www.schoolwearsolutions.com>

118 Bramcote Avenue, Chilwell, NG9 4DR

Tel: 0115 9258046



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5. Expectations for our school community

5.1 Pupils

Pupils 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)

Pupils are also expected to contact the 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 and the correct size for the child

The cost of the uniform

Parents/carers 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 Trust's complaints policy

The school will work closely with parents/carers 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 school's Senior Leadership Team.

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.

. Please refer to the St Ralph

Sherwin Education Support fund for any support. Families may be able to request assistance with the cost of uniform under the following circumstances:

- Their household income is less than £25,000 per year
- Their parents are currently claiming other means-tested benefits, including Income Support, Working Tax Credit/Child Tax Credit/Income-Based Employment and Support Allowance/Universal Credit...provided the student is not entitled to Free School Meals
- At the sole discretion of the Headteacher - any student who does not fall under the categories above but considers themselves to be in a state of financial hardship



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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/carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

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 every 2 years

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- SRSCMAT Trust Hardship Fund



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