



# HAGLEY CATHOLIC HIGH SCHOOL

SEMPER FIDELIS

## Uniform Policy

Version	3
Date created/updated	September 2023
Ratified by	Local Governing Body
Date ratified	17 <sup>th</sup> October 2023
Date issued	18 <sup>th</sup> October 2023
Policy review date	July 2024
Post holder responsible	Assistant Principal – Behaviour and Attitudes
LGB Chairperson	Geoff Taylor Smith



**Commitment to Equality:**

We are committed to providing a positive working environment which is free from prejudice and unlawful discrimination and any form of harassment, bullying or victimisation. We have developed a number of key policies to ensure that the principles of Catholic Social Teaching in relation to human dignity and dignity in work become embedded into every aspect of school life and these policies are reviewed regularly in this regard.

**This Uniform Policy has been approved and adopted by Hagley Catholic High School Governing Body on 17<sup>th</sup> October 2023 and will be reviewed in July 2024.**

**Signed by LGB representative for Hagley Catholic High School:**



**Signed by Principal:**



## Contents

1	Rationale	4
2	Our school's legal duties under the Equality Act 2010)	4
3	Limiting the cost of school uniform	4
4	School uniform providers	5
5	Expectations for our school community	5
6	Monitoring arrangements	7
7	Agreement and communications	7
8	School uniform expectations and guidance's	8
9	Additional guidance	10
10	Uniform standards	11
11	Linked policies	17



## **1. Rationale**

Hagley Catholic High School holds high expectations and standards for all students. We encourage a professional environment, preparing our young people for the world of work and employability.

As a school, we have a long-standing reputation in the local community for being an establishment that is well respected for our standards. It is a requirement therefore that all of our students wear their uniform as directed within this policy and in turn are encouraged to wear it with pride marking their distinct identity as part of the Hagley Catholic High School community.

As a school that promotes both professional conduct and presentation, we do not believe that 'fashion' or 'trends' should influence the school uniform. The wearing of a uniform remove's opportunities for peer pressure and bullying. All students are dressed to the same professional standard, which helps to avoid conflict and is more manageable both for the student and their parents in the long run.

## **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, 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, but also comfortable.
- Allow students to wear headscarves and other religious or cultural symbols.
- Allow for adaptations to our policy on the grounds of equality by asking students/parent(s)/carer(s) to contact Mr Barratt, who can answer questions about the policy and respond to any requests.

## **3. Limiting the cost of school uniform**

Hagley Catholic High 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 therefore make sure that 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 for example, by only asking that the blazer, worn over the jumper, features the school logo.
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties.

- Avoiding specific requirements for items students could wear on non-school days, such as coats, 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 key stages.
- 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. School Uniform Providers**

Hagley Sports and Monkhouse Schoolwear Specialists are our 2 school uniform providers. Details and contacts for both providers can be found below as well as direct links to their websites are available on our school website.

##### **Hagley Sports**

Embassy House, Unit 12 Embassy Trading Estate,  
Attwood Street, Lye, DY9 8RY

Tel: 01384 424 428

Email: [peter@hagleysports.com](mailto:peter@hagleysports.com) Web: <https://www.hagleysports.com>

##### **Monkhouse Schoolwear Specialists**

Tel: 0161 476 7216

Email: [web@monkhouse.com](mailto:web@monkhouse.com) Web: <https://www.monkhouse.com>

#### **5. Expectations for our school community**

**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 Mr Barratt, Assistant Principal, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

**Parents and carers** - are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean and in good condition
- Clearly labelled with the child's name

Parent(s)/carer(s) are also expected to contact Mr Barratt, Assistant Principal, if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform
- Medical needs (a medical letter must be presented from a GP)

Parent(s)/carer(s) 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 parent(s)/carer(s) to arrive at a mutually acceptable outcome.

**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 Principal if the situation doesn't improve.

All form tutors will check that student uniform is correct at the start of the day and then staff will continue to monitor that standards are being maintained as the day progresses. Students can expect to be challenged if they fail to adhere to the school's Uniform Policy. Any member of staff (teaching or non-teaching) is empowered to reinforce the expected standards of uniform whilst a student is representing Hagley Catholic High School and can therefore allocate either rewards or sanctions dependant on the need. The reporting of persistent uniform issues by staff, will require liaison with the student's Head of Year who will act to resolve the issues and issue further sanctions, if necessary.

If there are deemed to be extreme or more serious challenges of the uniform policy, or repeated offences after several attempts to rectify the problem, then the school may choose to opt for more significant interventions to initiate the required change in behaviour.

Students can be allocated 'zero-free time' or even be kept under SLT supervision. Examples (non-exhaustive) of when these sanctions may occur include –

- Extreme haircuts (full or partial shave; lines, unnatural colour)
- Incorrect footwear (usually the wearing of trainers)
- Piercings (only a single 4mm plain stud in each ear lobe is allowed)
- Refusal to cooperate when directed to rectify a uniform issue by a member of staff

The Principal, acting on behalf of the Local Governing Body, will have the final say on any ongoing uniform discrepancies and students not conforming to the required uniform expectations. Any student not willing to resolve any identified issues, may well be sent home to change or will be supervised by SLT within school. In cases where it is suspected that financial hardship has resulted in a student not being able to comply with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

**The Local Governing Body** - will review this policy and make sure that it:

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

The Local Governing Body 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 two years by an Assistant Principal. At every review, it will be approved by the Local Governing Body.

## **7. Agreement and Communications**

Each and every Hagley Catholic High School student is an ambassador for themselves, their families, and our community when they are in school and out in the public eye. Therefore, all students have a responsibility to present themselves in line with the direction and expectations outlined within this Policy.

We ask for and expect the full support of parent(s)/carer(s) in maintaining a high standard of dress and presentation from all students. From time to time, certain items of uniform might get misplaced or need replacing. If this is the case, we request that communication is made with the school office immediately to inform us and that an acceptable timescale is set for when the item will be replaced.

The primary aim will always be to rectify any identified issues as soon as possible. Therefore, staff and parent(s)/carer(s) will work together to support the student to solve any issues within an acceptable time frame. In some cases, as a school, we may either look to lend items of uniform, especially in PE when kit is forgotten, and where shoes have broken, we hold in school a stock of regularly laundered items of spare uniform. Alternatively, parent(s)/carer(s) may choose to bring correct items into school, that day.

Students will be informed about uniform expectations through assemblies and tutor time presentations. Expectations will then be regularly reinforced. Parent(s)/carer(s) will be informed of the uniform expectations at the Year 6 transition events and via the school website; Principal newsletters and Arbor communications.



## 8. School Uniform Expectations and Guidance's (Girl's)

Expected	Requirements/Guidance
Blazer	<b>Navy blue blazer with school badge.</b> To always worn around school. Jumpers <b>DO NOT</b> take precedence over the blazer.
Shirt	<b>A plain white long or short sleeved shirt with school tie.</b> To be tucked in at waist and with top button always done up.
Tie	<b>Navy blue tie with house stripe.</b> Anselm – Blue; Bede – Green; Chad – Red; Gregory – Grey; Kenelm – Yellow; Wulstan – Purple. To be worn at all times.
Skirt	<b>David Luke checked stitched down knife pleat skirt - grey and navy.</b> <b>MUST</b> be worn to the knee. (Product code: 983-GREYNAV)
Tights	<b>Plain navy blue or black opaque tights.</b> No socks to be worn over tights at any time.
Summer socks	<b>ONLY WHEN AUTHORISED BY THE PRINCIPAL. Knee high dark grey socks.</b> Students will be required to change back to tights, if not presentable.
Trousers	<b>Mid grey tailored full-length trousers.</b> No black trousers. No Lycra or skin-tight trousers are permitted.
Shoes *	<b>Sensible black formal shoes with low heels and black laces if required.</b> No boots/no sport brands/no trainers/no canvas shoes.
Slides/hair bands	<b>Plain hair slides or navy-blue ribbon/bands are allowed.</b> No alternative colours. Hair must be tidied back in PE lessons.
Optional additions	Requirements/Guidance
Jumper	<b>Plain 'V' necked navy-blue jumper with optional school badge.</b> No alternatives/colour deviations. Must be untucked. School blazer takes priority.
Coat	<b>Plain dark coloured (preferably navy or black) coat.</b> No colour deviations. No denim, leather, or sport stripes.
Scarf	<b>School design or plain navy or black scarves.</b> No alternative colours. Not to be worn inside the school building.
Hat/Gloves	<b>Plain navy or black gloves and hats.</b> No alternative colours. Hats not to be worn inside.
Belts	<b>Belts must be plain black.</b> No colour deviations. No decoration or studs
Bags	<b>Bags of sensible size and design.</b>
PE	Requirements/Guidance
Polo top	<b>Navy blue tailored polo shirt with amber panels.</b> Must have school badge. Embroidered name/initials is ideal.
Sweatshirt (optional)	<b>Navy blue sweatshirt (badge optional).</b> No sport branding. No alternative colours.
Base layer (optional)	<b>Plain navy-blue base layer/skin can be work in winter for outdoor sports.</b> No sport branding. No alternative colours.
Shorts or Skort	<b>Plain navy-blue shorts or skort (badge optional).</b> Embroidered name/initials ideal. No sport branding. No alternative colours.
Leggings (optional)	<b>Plain navy-blue sports leggings.</b> No sport branding.
Trainers	<b>Sports trainers.</b> No pumps or plimsols.
Outdoor socks	<b>Plain navy-blue football/hockey socks.</b> No sport branding
Indoor socks	<b>White sports socks.</b>
Boots/Shin pads	<b>Football boots (moulds/studs) and shinpads are required for football lessons.</b> This is a specific requirement from the FA. Not required for KS4 games lessons.



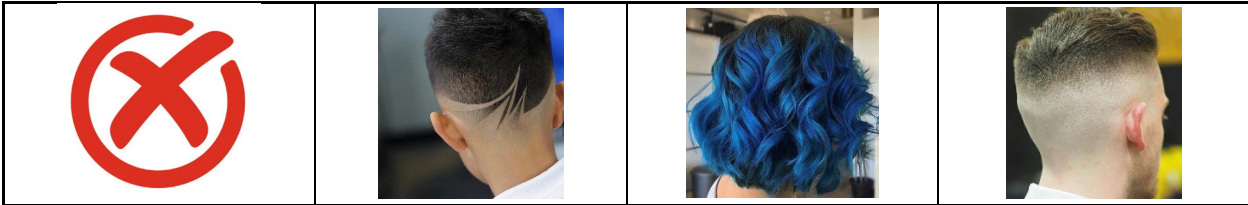
## School Uniform Expectations and Guidance's (Boy's)

Expected	Requirements/Guidance
<b>Blazer</b>	<b>Navy blue blazer with school badge.</b> To always worn around school. Jumpers <b>DO NOT</b> take precedence over the blazer.
<b>Shirt</b>	<b>A plain white long or short sleeved shirt worn with tie a school tie.</b> To be tucked in at waist and with top button always done up.
<b>Tie</b>	<b>Navy blue tie with house stripe.</b> Anselm – Blue; Bede – Green; Chad – Red; Gregory – Grey; Kenelm – Yellow; Wulstan – Purple. To be worn at all times.
<b>Trousers</b>	<b>Plain mid to dark grey, full-length tailored trousers.</b> No black trousers. No jeans.
<b>Shoes *</b>	<b>Formal black leather shoes with black laces (if required).</b> No boots/no sport brands/no trainers/no pumps/no canvas shoes*. See guidance
<b>Socks</b>	<b>Plain navy blue, dark grey or black socks.</b> No white socks. No multicolour socks.
Optional additions	Requirements/Guidance
<b>Jumper</b>	<b>Plain 'V' necked navy-blue jumper with optional school badge.</b> No alternatives/colour deviations. Must be untucked. School blazer takes priority.
<b>Coat</b>	<b>Plain dark coloured (preferably navy or black) coat.</b> No colour deviations. No denim, leather, hoodies, or sport stripes.
<b>Scarf</b>	<b>School design or plain navy or black scarves.</b> No alternative colours. Not to be worn inside the school building.
<b>Hat/Gloves</b>	<b>Plain navy or black gloves and hats.</b> No alternative colours. Hats not to be worn inside the school buildings.
<b>Belts</b>	<b>Belts must be plain black.</b> No colour deviations. No decoration or studs
<b>Bags</b>	<b>Bags of sensible size and design.</b>
PE	Requirements/Guidance
<b>Polo top</b>	<b>Navy blue tailored polo shirt with amber panels.</b> Must have school badge. Embroidered name/initials is ideal.
<b>Sweatshirt (optional)</b>	<b>Navy blue sweatshirt (badge optional).</b> No sport branding. No alternative colours.
<b>Base layer (optional)</b>	<b>Plain navy-blue base layer/skin can be worn in winter for outdoor sports.</b> No sport branding. No alternative colours.
<b>Shorts</b>	<b>Plain navy-blue shorts (badge optional).</b> Embroidered name/initials is ideal. No sport branding. No alternative colours.
<b>Trainers</b>	<b>Sports trainers.</b> No pumps or plimsols.
<b>Outdoor socks</b>	<b>Plain navy-blue football/hockey socks.</b> No alternative colours. No sport branding
<b>Indoor socks</b>	<b>White sports socks.</b>
<b>Boots/Shin pads</b>	<b>Football boots (moulds/studs) and shinpads are required for football lessons.</b> This is a specific requirement from the FA. Not required for KS4 games lessons.

## 9. Additional Guidance

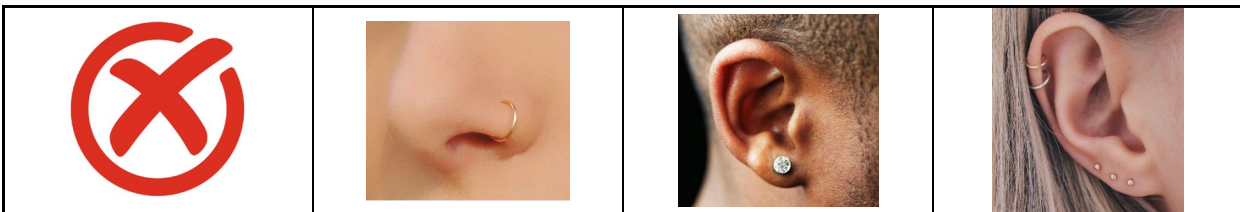
### Haircuts/Styles

As a school we promote traditional uniform and therefore traditional hair styles. Any student with hair style deemed unacceptable by the Principal, will be required to change it. Extremes of any style are not permitted; therefore, hair colourings should only be **natural**, and **lines or patterns** cut into hair are **not permitted** (this includes eyebrows). **Full or partially shaved hair is not appropriate for school (therefore bald/skin fades are not permitted).**



### Piercings

If students have pierced ears, **one small plain (up 4mm) piercing** may be worn in each ear lobe. No other facial or body piercings are permitted – **including the use of clear piercings**. Coloured stones and gems as well as looped earrings are not permitted. For health and safety reasons, students will be expected to remove piercings for PE, so will need to consider this when planning to get their ears pierced.



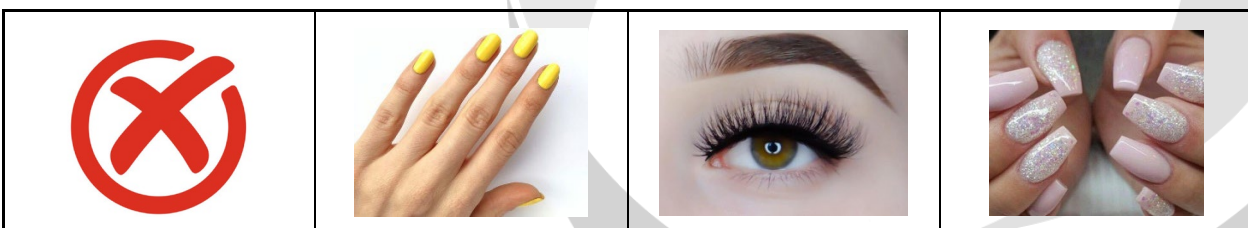
### Jewellery

No other jewellery (to include bracelets, chains, rings, and necklaces) is allowed and will be **confiscated if worn**. They will be kept at main school reception.



### Make up and nails

Make-up must be discreet and natural looking. If make-up is deemed to be excessive, then students will be told to remove it. False eyelashes are not allowed and will need removing immediately. False, varnished, acrylic, gel or shellac nails are not allowed and will need removing immediately. Tattoos (permanent or semi-permanent) are not permitted.



## 10. Uniform Standards


Ensuring that the correct standards of uniform are adhered to is not always the easiest of tasks due to so many retail outlets offering such variation in the products that they provide. Retailers will often display stock as ‘school wear’ or ‘back to school wear’, but this does not necessarily mean that it meets the standards set out by Hagley Catholic High School. If parent(s)/carer(s) are unsure on any area of school uniform, then we encourage them to get in touch with school through the main switchboard. We will be more than happy to support with any query.

As a school community, we believe in fairness and consistency, so will always set the required standards against the expectations outlined within this policy. When challenged on uniform standards, students will often refer to what they perceive other students are wearing. This is never an acceptable excuse for not following the school rules and it will be reiterated that all students will be challenged if their uniform doesn’t meet the expected standards. The following simply references both positive and negative examples of specific variations associated with certain items of the Hagley Catholic High School uniform.

### **Skirts**

A reminder that the school skirt is a grey and navy, David Luke checked stitched down knife pleat skirt (Product code: 983-GREYNAV).

To create the professional working environment that we aspire to at Hagley Catholic High School, it is imperative that the school skirt is **always worn to knee length**. Students who don’t follow this requirement, will be challenged, with the expectation of immediate change. **The skirt must not be rolled up at the waist at any point. Students who persistently roll their skirt up will face sanctions in line with Hagley Catholic High Schools Behaviour for Learning policy.**

	
	<p><b>Any other skirts except the grey and navy David Luke checked stitched down knife pleat skirt shown above are <u>NOT PERMITTED</u>.</b></p> <p><b>Plain navy blue or black opaque tights must be worn with the school skirt. No socks are to be worn over tights at any time.</b></p> <p><b>ONLY IF AUTHORISED</b> by the Principal, knee high dark grey socks can be worn with the school skirt in extreme heat. However, students who persistently roll the skirt up, will be required to continue wearing tights.</p>

### Girls Trousers

Girls Trousers must be mid-grey, tailored and full length. They must be worn with school standard shoes.

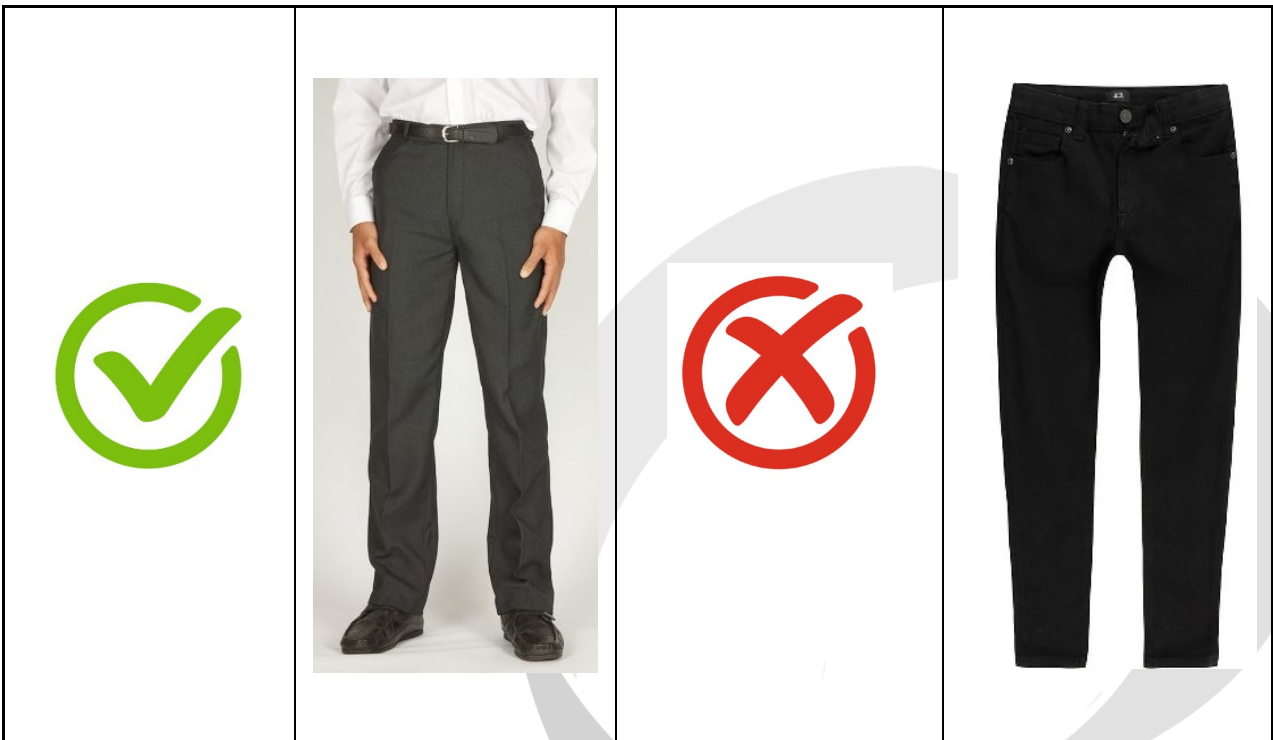
The trousers **MUST NOT** be Lycra or skin-tight. Any additional colours or styles are not permitted.



### Boys Trousers

Boys trousers must be plain mid to dark grey, full-length tailored trousers.

Boys' trousers **MUST NOT** be jeans or chinos or black in colour.



### Girls Shoes

Formal plain black low-heeled shoes only.



Fashion shoes; boots; trainers; plimsolls; heeled shoes or sandals are **NOT** permitted and will be challenged and required to be changed. **Nike air force 1 and Converse all-star** are 2 examples of footwear that are not acceptable and will not be permitted as footwear used in school.



### Boys Shoes

To uphold our professional standards, smart formal black lace up or slip-on shoes are required to be worn by all boys.



Heavy boots; trainers; canvas pumps/plimsolls or sport brands are **NOT** permitted. Certain sports brands are advertising some footwear in their ranges as school shoes, but do not meet our standards for formal smart shoes. **Kickers Tovni black leather lace up shoe/trainer; Lacoste Chayman or Lerond shoe/trainers; Nike air force 1 and Converse all-star** are all examples of footwear that are **not acceptable** for school.

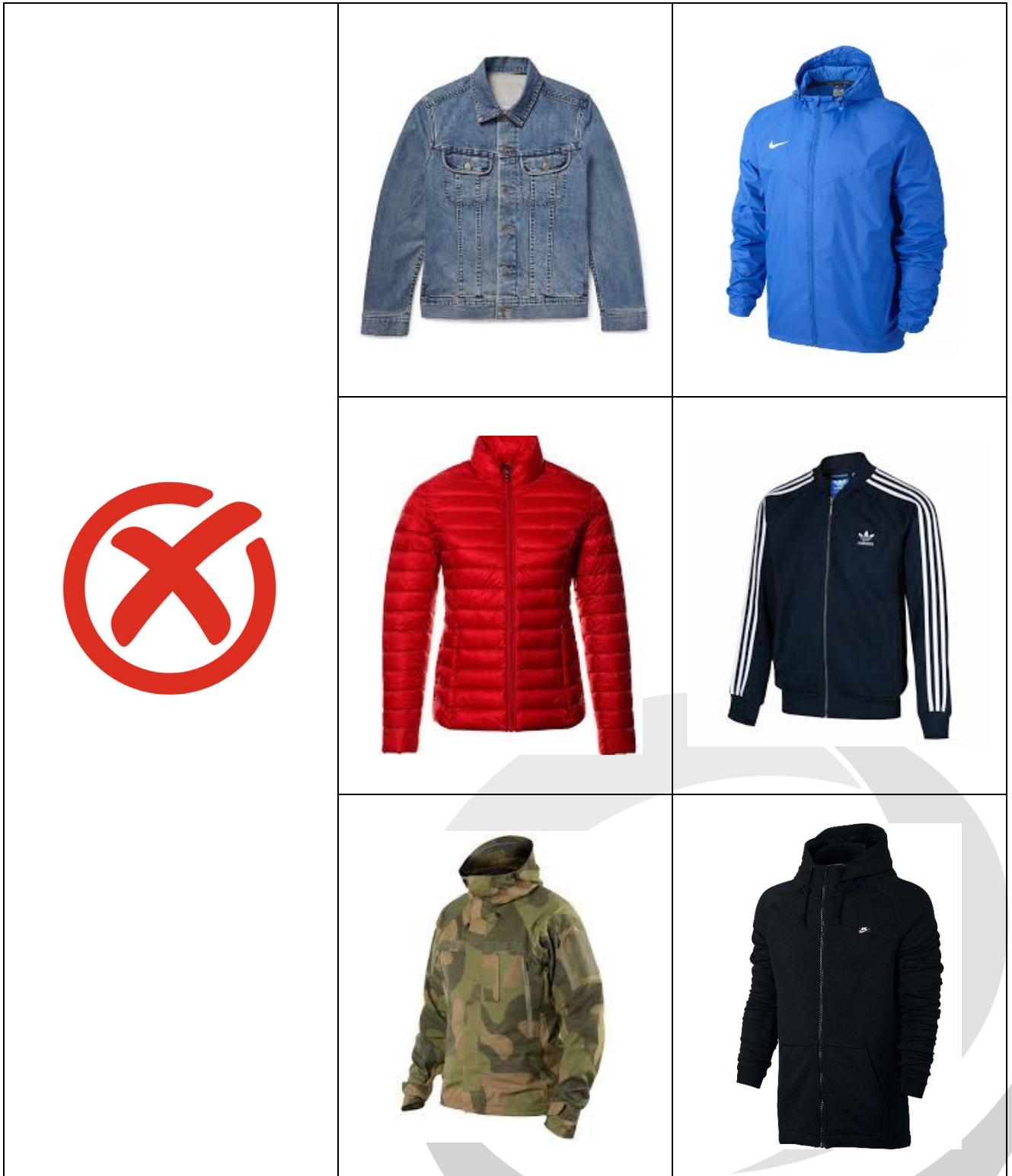


**Outerwear – Coats**

Any coat or outerwear must be a **plain** dark colour with **no colour deviations** – preferably navy or black.

Denim, combat, or striped sports coats and or jackets are not permitted. Under no circumstances are ‘hoodies’ to be worn either over or under the school blazer.

All hoods attached to coats, **MUST** be taken down when moving around the school site unless while outdoors in rain.



**Miscellaneous**

Plain navy blue or black opaque **tights** are to be worn in addition to the wearing of the school skirt. No socks are to be worn over the tights. **Wearing of black sport branded quarter socks over tights is strictly forbidden.**

Boys are not to wear **white socks** as part of their uniform. Socks must always be changed for and after PE lessons. Students who choose to wear a belt, must only wear a plain black one, with no studs or additional fashion accessories.

**Hats, scarves, and gloves** must be in keeping with the school uniform colours, so must be either school specific (scarf) or plain black or navy. Any alternatives will be challenged. Hats/scarves and gloves must be removed when entering the school building.



**PE Kit**

The PE department request that all items of kit are **embroidered** with the student’s full name. Items such as football boots, shin pads, leggings etc. do not have to be a specified brand and can be purchased from most sports shops.

**Sanctions**

As already mentioned in this policy, students can expect to be sanctioned in line with the schools Behaviour for Learning Policy, if they fail to meet the standards of uniform expected at Hagley Catholic High School.



## **11. Links to other policies**

This policy is linked to our:

- [Behaviour for Learning Policy](#)
- [Praise and Rewards Policy](#)
- [Anti-bullying Policy](#)
- [Screening, Searching and Confiscation Policy](#)
- [Complaints Policy](#)

