

St Monica's RC High School



School Uniform Policy 2026-2027

Sept 2026

Date policy last reviewed: _____

Signed by:

D Breen

Headteacher

Date: 30/09/2026

C Parkinson

Chair of governors

Date: 30/09/2026

Contents:

Statement of intent

1. Legal framework
2. Roles and responsibilities
3. Cost principles
4. Branded Items
5. Equality principles
6. School uniform supplier
7. Uniform assistance
8. Non-compliance
9. School uniform
10. Labelling and lost property
11. Monitoring and review

Statement of intent

St Monica's RC High School believes that a consistent school uniform policy is vital for:

- Promoting the ethos of a school.
- Providing a sense of belonging and identity.
- Setting an appropriate tone for education.

For the purposes of this policy, **"uniform"** includes the following elements of pupils' appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable, and provides the best value for money for both the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education.

In writing and updating this policy, we have sought to:

- Engage with parents and pupils.
- Consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for pupils.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

1. Legal framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2024) 'School uniforms: guidance for schools'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- Tendering and Procurement Policy

2. Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Ensuring compliance with obligations under the Human Rights Act 1998 and the Equality Act 2010.

The headteacher is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

3. Cost principles

The school will develop its uniform policy in relation to the following starting principles:

- The school will seek to ensure that the uniform is affordable. In so doing, the school will consider the total cost of school uniforms.
- The use of branded uniform items will be minimised in accordance with the branded items section of this policy.
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- The school will seek to ensure that second-hand uniforms are available for parents to acquire. Information on second-hand uniforms will be published on the school way sent to parents.

Principles in practice

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.

- Parents of pupils with protected characteristics that may impact their ability to access the uniform.
- LAC and PLAC.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will work to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

4. Branded items

As of September 2026, the school will limit its branded items of uniform and PE kit to four or fewer, if one is a tie.

The school will confirm with parents and pupils which branded uniforms will be compulsory within the above limit and the specification of other optional branded items. All branded items, whether compulsory or optional, will be kept to a minimum and generic.

A branded item will be deemed compulsory if a pupil is required to have or wear the item:

- For general use at the school.
- To travel to or from the school.
- To take part in any lesson, club or activity facilitated by the school.

Where pupils can choose between different branded items, e.g. being able to choose between wearing a branded skirt or branded trousers, this will only count as one item as the pupil is only required to have one of those items.

When making decisions about compulsory branded items, the school will consider how it can maintain the benefits of a branded item while also keeping costs low.

Generic unbranded items worn by pupils will still need meet the requirements of this policy and should be fit for purpose.

5. Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The relevant protected characteristics are:

- Sex
- Sexual orientation
- Religion or belief
- Race (including colour, nationality, ethnic or national origin)
- Disability
- Gender reassignment
- Pregnancy

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

If a requirement will affect a group with certain characteristics more than others, the school will:

- Carefully consider whether the requirement is the best way to achieve aims.
- Think about what mitigations could be put in place.
- Ensure that the requirement is justified and a proportionate means of achieving a legitimate aim to be lawful.
- Allow for flexibility to enable necessary exceptions.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

Gender

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, it is important that school policies are not compromised, such as school safety or discipline.

Race

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission.

SEND and medical conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- What flexibilities, adaptations, adjustments or alternatives might mitigate any negative impact on these pupils.
- Adopting a more comfortable or less restrictive uniform.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible after a discussion with parents and SEND staff.

6. School uniform supplier

The school's current school uniform suppliers are:

PT's School wear - www.pts-schoolwear.co.uk Bury Market Hall, 14 Market Parade, Bury, BL9 0QE 0161 723 0991

PT's School wear - www.pts-schoolwear.co.uk 7 Radcliffe New Road, Radcliffe, M26 1HR 0161 723 0991

Smart Start School wear – www.smartstartschoolwear.co.uk 11 St John's Gardens, The Rock, Bury BL9 0NN

7. Uniform assistance

The school will support disadvantaged families in meeting the costs of uniforms by holding second-hand school uniforms for parents to access; information on accessing second-hand school uniforms will be made available via the weekly sway.

Parents will be invited to donate their child's uniform when they no longer need it.

8. Non-compliance

Before taking disciplinary action, the school will consider any reasons for non-compliance that may be outside of the pupil's control.

A considerate approach will be used to resolve any situations where it is suspected that financial hardship may be the reason a pupil has not complied with this policy.

Staff will be permitted to discipline pupils for breaching this policy, where relevant to their role, in accordance with the school's Behaviour Policy. In cases where it is suspected that financial hardship has resulted in a pupil not complying with a school's published uniform policy, the school will be mindful and considerate to this situation.

9. School uniform

SCHOOL UNIFORM	P.E. KIT
Compulsory • Shirt / blouse: white polyester/cotton • Tie: green, with the correct colour crest, worn at the correct length with the crest visible in the middle of the tie. • Jumper: plain, bottle green, V-neck jumper (optional). No other jumpers and / or hoodies are permitted and will be confiscated. • Skirt: Charcoal grey, box-pleated drop waist skirt, worn at an appropriate length. • Trousers: Charcoal grey trousers. Skinny cut, flared, jeans, leggings or other fashion cuts are not allowed. • Socks / Tights: plain black or white ankle socks or plain black tights. • Shoes: plain black, flat-soled, polishable shoes. Trainers, boots, sandals, high heels, fabric (such as canvas) or mesh footwear are not allowed. Pupils are permitted to wear one small pair of studded earrings. Pupils must not wear any other jewellery, make-up, fake tan, false nails, false eyelashes, or nail polish. If pupils are found to be wearing any of these, they will be asked to remove them and / or they will be confiscated. If it is not possible to remove any of these items, pupils will be kept out of circulation until it can be corrected. Pupils are permitted to wear a wristwatch. Outdoor wear is not permitted to be worn inside the school building. Pupils are expected to remove coats and any other outdoor wear as soon as they enter the school building. Pupils who do not meet the school's uniform expectations will be sanctioned in line with the school's behaviour policy and will be issued with a P3, resulting in a 30-minute after-school detention on the next available date.	From 2026 we have introduced a new unisex PE Kit (old kit is below for pupils in Y9-11) Year 7 Compulsory • PE T shirt – Green with badge • PE Shorts – Black and Green with badge • Socks – Green • P.E. Trainers (no 'pumps' allowed e.g. Converse or Vans) • P.E. Football boots (optional for extra-curricular activities) Year 7 & Year 8 Optional • Mid layer Top – Black and Green with badge • Leggings – Black and Green Y9-11 (2026 onwards) Girls • P.E. Polo shirt – gold • P.E. Socks – amber • P.E. Shorts – black • P.E. Leggings – black with school badge • P.E. Quarter Zip long sleeved mid layer top – black with school badge • P.E. Trainers (no 'pumps' allowed e.g. Converse or Vans) Y9 – 11 (2026 onwards) Boys • P.E. Soccer shirt – bottle green/gold stripes • P.E. Soccer shorts – bottle green/gold stripe • P.E. Tracksuit bottoms – with school badge black • P.E. Quarter Zip long sleeved mid layer top – black with school badge • P.E. Socks – amber • P.E. Socks – white (certain times of year) • P.E. Football boots (optional for extra-curricular activities) • P.E. Trainers (no 'pumps' allowed e.g. Converse, or Vans)

Bags

Pupils must use an appropriately-sized bag to carry their books and equipment. It must hold A4-sized workbooks comfortably without causing any damage to them.

School bags featuring inappropriate images, slogans or phrases will not be permitted.

The school will discourage pupils from bringing valuable bags to school. The school will not be liable for lost or damaged school bags.

Makeup and cosmetics

The school rules on makeup and cosmetics are as follows:

- Makeup is not permitted in school.

10. Labelling and lost property

Parents will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be taken to lost property box in school reception. All lost property will be retained for one half term and will be disposed of if it is not collected within this time.

11. Monitoring and review

This policy will be reviewed annually by the chair of governors and the headteacher. The next scheduled review date for this policy will be in the 2027/2028 term.

The school will engage with parents and pupils when reviewing this policy.

Any subsequent changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.

Examples of Uniform

