

# Our Lady of Compassion Catholic Primary School



'To Live As Jesus Taught Us'

## School Uniform Policy

Our Lady of Compassion School is part of Our Lady and All Saints MAC in the Archdiocese of Birmingham.

As a Roman Catholic Primary School our aim is to develop, within each child, an understanding of his or her Catholic faith. It is hoped that with this knowledge, children will grow into responsible Catholic adults who will be able to demonstrate their faith and concern for others and continue the worship of God.

The school provides a full curriculum and through the presentation of the curriculum it is intended that children will develop the necessary skills for adulthood and an understanding that the skills should be for the benefit of everyone, which is an important part of Catholic life.

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| <b>Approved by:</b>        | Governing Body             | <b>Date:</b> 24 <sup>th</sup> June 2025 |
| <b>Last reviewed on:</b>   | 24 <sup>th</sup> June 2025 |   |
| <b>Next review due by:</b> | 24 <sup>th</sup> June 2026 |   |

## Contents

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

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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
- › Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the Headteacher or Deputy Headteacher 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 parents/carers’ 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
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- › Considering cheaper alternatives to school-branded items (such as logos that can be ironed on) as long as this does not compromise quality and durability
- › Avoiding specific requirements for items pupils 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 extra-curricular activities
- › Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- › 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

For further information regarding the requirements of our school uniform please follow this link:

[https://www.olc.solihull.sch.uk/\\_site/data/files/users/about-us/48028FA5FD178994D912463C82855019.pdf](https://www.olc.solihull.sch.uk/_site/data/files/users/about-us/48028FA5FD178994D912463C82855019.pdf)

### 4.2 Where to purchase it

Early Years, 407-411 Stratford Road, Shirley, W.Midlands, B90 4AA. Tel; 0121 733 1456

Midland Schoolwear, 1160 Warwick Road, Acocks Green, B27 6BP. Tel: 0121 707 2033

Concept Schoolwear, 1556 Stratford Road, Hall Green, B28 9HA. Tel: 0121 439 6120

Friends of OLC also have a selection of good quality second-hand uniform available through the school office or on display at specific events.

## 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)

### 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/carers are expected to contact the Headteacher or Deputy Headteacher if they want to request an adaptation of the uniform policy in relation to:

- › Their child's protected characteristics
- › 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 school'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 their parents/carers breaching the uniform policy the opportunity to comply, but will follow up with the Headteacher if the situation does not improve.

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.

### **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 annually by the Headteacher. At every review, it will be approved by the full governing board.

## **7. Links to other policies**

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Complaints policy