



Grays Convent
HIGH SCHOOL

School Uniform policy

This Policy was adopted by the Governing Body in Autumn 2022 and will be reviewed again in Autumn 2025 or as legislation changes.

Our Mission Statement

At Grays Convent we recognise the value of each individual as a gift from God to the world. We are a Catholic school founded by the La Sainte Union Sisters and our ethos is one of unity, prayer, worship, service and work. We strive to follow the example of the Sacred Hearts of Jesus and Mary by enabling learning to take place in a caring and accepting community. We are blessed by Jesus the Good Shepherd, try to follow him in everything that we do, and in doing so make the most of our God given talents. We are one with God.

1. Aims of the policy

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost, is good quality and therefore durable, 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 sex, race, religion or belief, 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 style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to wear headscarves and other religious or cultural symbols that are required by a faith.
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Headteacher, Mrs Johnson, who can answer questions about the policy and respond to any requests

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
- Is of high quality and durable, whilst distinctive.

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 or long-lasting items
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed onto the blazer, 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
- 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
- Considering alternative methods for signalling differences in groups for interschool competitions or purchasing/part purchasing kits for P.E for example or Drama 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 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

Names should be on all items of PE kit and uniform. This avoids unnecessary loss of items, that cannot be reunited with their owner.

Basic Uniform:

- Dark navy-blue pleated skirt worn below the knee or navy-blue school uniform/formal suit style trousers (with black socks)
- Striped navy and white rever neck blouse
- Navy pullover with 'V' neck
- Navy school blazer with badge
- Plain navy blue or black coat (plain - no logos or distinctive markings, etc.)
- Navy blue or black scarf and gloves in winter
- Plain black opaque tights with skirts or black socks with trousers
- White ankle-length socks (Summer term and the first half of Autumn only)
- Navy blue scarf or hijab (no adornments or jewellery), if required
- Shoes must be black low-heeled and of a sensible design. They should not be "fashion shoes" or have any coloured decorations or look like trainers. Wedge, stiletto or kitten type

heels are not suitable. Neither boots nor canvas shoes are permitted, unless medical evidence is provided.

Basic P.E. Uniform:

Parents may have their PE kit embroidered with their name if they wish. This costs approximately £2 per garment. This service is available at our outfitters, Uniforms by Niki & Uniformwise. This avoids lost kit for those who take part in after school sports or events.

Compulsory PE Kit for Years 7-11:

- Navy shorts (plain) or navy leggings with school logo (Uniforms by Niki/Uniformwise)
- Navy and white polo shirt (Uniforms by Niki/Uniformwise)
- White football socks (plain)
- Supportive sports trainers (not plimsolls/Vans or Converse etc.)
- Hairband

Optional PE Uniform:

- Shin pads when required- for contact sport.
- Gumshield when required- for contact sport.
- Navy tracksuit bottoms (Uniforms by Niki/Uniformwise)
- Studded football boots (blades not allowed) for Year 7 - 9
- Red Hoodie with school logo (Uniforms by Niki/Uniformwise)
- Waterproof Jacket and Trousers (Uniforms by Niki/Uniformwise)

PE Kit can be purchased from Uniforms by Niki and Uniformwise. Pupils wear P.E kit several times a week at both key stages, and wear uniform into school on the days that they have P.E. This should be borne in mind when purchasing uniform, especially the number of shirts purchased.

Compulsory Branded items of school uniform:

- Blue and white rever shirt (as pupils wear their P.E uniform to school when they have P.E only 2 shirts need be purchased)
- Navy shorts (plain) or navy leggings with school logo (Uniforms by Niki/Uniformwise)
- Navy and white polo shirt (Uniforms by Niki/Uniformwise)

Optional Branded items of school uniform:

- Navy tracksuit bottoms (Uniforms by Niki/Uniformwise);
- Studded football boots (blades not allowed) for Year 7 – 9;
- Red Hoodie with school logo (Uniforms by Niki/Uniformwise);
- Waterproof Jacket and Trousers (Uniforms by Niki/Uniformwise).

Generic items of school uniform that are acceptable:

- School skirts or trousers that comply with the above requirements (see length, formality and pleats);
- Navy pullover with 'V' neck;

- Navy blazers can be purchased from any uniform provider (including Uniforms by Niki's and Uniformwise where the badge is attached) and school badges can be provided by the school at a small cost;
- White football socks (plain);
- Supportive sports trainers (not plimsolls/Vans or Converse etc.);
- Shin pads;
- Gumshield;
- Hairbands;
- Plain navy blue or black coat (plain - no logos or distinctive markings, etc.);
- Any school bag;
- Navy blue or black scarf and gloves in winter;
- Plain black opaque tights with skirts or black socks with trousers;
- White ankle-length socks (Autumn half term & Summer term only);
- Navy blue scarf or hijab (no adornments or jewellery), if required.

Other Uniform Requirements

- ✓ **The only jewellery allowed at school** is a watch and one pair of small plain gold or silver studs for those with pierced ears; only one pair in the conventional place in the lobe of the ear.
- ✓ Watches may be worn at the owner's risk. All watches of any type must be removed during examination periods and all jewellery is removed during P.E lessons.
- ✓ The school makes adaptations to its' school uniform jewellery requirements for religious reasons for example wearing the mandatory 5 Sikh sacred symbols for practicing Sikhs. This does not include the wearing of crosses or crucifixes.
- ✓ **No other jewellery may be worn to school.** This includes: nose studs, conch piercings and tongue or other piercings, bracelets, rings or necklaces. This includes the wearing of crosses or crucifixes that are visible.
- ✓ No jewellery may be worn during P.E lessons for health & safety reasons, excepting Sikh religious symbols or a Hijab.
- ✓ Hair must always should be a natural colour, for example not purple, as it is not a natural hair colour. Hair beads are not permitted for health and safety reasons. Sleep bonnets are not permitted in school.
- ✓ Make up, including fake tan, nail varnish, false nails or eyelashes and eyebrows are not acceptable in school.
- ✓ Coats are not expected to be worn inside the school; students can purchase a locker for the duration of their time in school to keep it in, or need to buy a bag that is sizeable enough to put it in.
- ✓ Students may take part in school productions or sporting events that require specific branded or different clothing. Consideration of cost will be adhered to on all occasions.
- ✓ In cold weather students may wish to wear a vest type top under their clothing- this should not be visible.
- ✓ P.E tops should not be tied back with hair bands and at no point should parts of the body such as stomachs be visible when wearing P.E clothing.

Enforcement of Uniform

The standard of uniform at Grays Convent is very high and well supported by parents. Uniform joins us together in unity to the principles of the La Sainte Union sisters and shows a commitment to our community and its values. On entry to the school parents sign a school agreement that confirms that they will abide by the standards set by the school.

All staff insist on a high standard of uniform and are expected to enforce this. Any confiscated items will be held in the school safe until collected by a parent.

Lost uniform, including pencil cases, keys, glasses and other items such as coats and shoes, that cannot be returned to their owner as they are not labelled, will be displayed in the foyer once each half term. Any uncollected items are placed in our uniform store or given to charity each half term. Regular uniform checks are carried out and parents contacted if necessary. Students carry a 'Respect card' which is used to record, amongst other more positive things, sanctions related to uniform infringements.

Please label your daughter's uniform – especially their coat, bag and equipment!

4.2 Where to purchase school uniform

Our two school uniform providers are:

- ✓ Uniforms by Niki <https://uniformsbyniki.com/>
- ✓ Uniformwise <https://www.uniformwise.co.uk/>

Please see above for acceptability if you wish to purchase uniform items elsewhere.

Both of our uniform providers offer pre-loved uniform at a reduced cost.

4.3 Pre-loved Uniform

The school has a good stock of new items and pre-loved uniform, shoes etc., managed by members of its Governing body. Any parents who wish to use this service, at no or little cost may contact Mrs Byrne, pupildata@graysconvent.thurrock.sch.uk at the point of admission or the Heads of Key Stage on the school's contact number, or admin@graysconvent.thurrock.sch.uk

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, Mrs Johnson 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 Headteacher, Mrs Johnson 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 or discussions 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 and is committed to providing support to all parents who need financial assistance in purchasing uniform, especially in the case of multiple siblings or financial hardship.

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 Head of Key Stage or the Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Heads of Key Stage and Mrs Johnson, should the situation not be resolved.

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 Body 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 pupils;
- Offers a uniform that is appropriate, practical and safe for all pupils

The 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 3 years by the Chair of Governors and the Governing Body. At every review, it will be approved by the full governing body, following consultation with parents.

7. Links to other policies

This policy is linked to our:

➤ Behaviour Policy:

<https://static1.squarespace.com/static/5d1a13cccf0914000188611b/t/62c454b6e4ac721d210d756f/1657033912142/Behaviour+for+Learning+Policy+-+Summer+2022.pdf>

➤ Equality Policy and Objectives Statement:

<https://static1.squarespace.com/static/5d1a13cccf0914000188611b/t/6368dc33a3503508c3650472/1667816500635/Equality+Policy+and+Equality+Objectives+2022-2026.pdf>

➤ Equality Policy for Pupils:

<https://static1.squarespace.com/static/5d1a13cccf0914000188611b/t/637de5fd0cafa824bd67c9efa/1669195261936/Equality+and+Diversity+in+Opportunity+Pupils+-+Autumn+2022.pdf>

➤ Anti-bullying Policy:

<https://static1.squarespace.com/static/5d1a13cccf0914000188611b/t/62c452f59477d14ac747da2b/1657033462866/Anti-Bullying+Policy+-+Autumn+2022.pdf>

➤ Complaints Policy:

<https://static1.squarespace.com/static/5d1a13cccf0914000188611b/t/609cee80b2ca3513fc824ff7/1620897409407/Complaints+Policy+-+Summer+2021.pdf>