Cardinal Griffin Catholic College
Uniform Policy

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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 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 have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch us – office@cardinalgrifiin.staffs.sch.uk and we will answer questions about the policy and respond to any requests.

3. Limiting the cost of school uniform

Cardinal Griffin Catholic College sits on the edge of Cannock town centre and draws pupils from the parishes of Cannock, Hednesford, Rugeley, Burntwood and Great Wyrley. Pupils join the College from our Catholic Primary feeder schools and also from other Primary schools in the area, this includes St Luke's CofE, Moorhill, West Hill, Chadsmoor and Littleton Green Community School. The deprivation score for Cannock is below average, based on health, education, employment and crime.

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 We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible for example, by only asking that the blazer which features the school logo is required, the jumper is optional
- Limiting items with distinctive characteristics to low-cost 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
- 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 year/class/house groups
- 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 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 College's uniform

At Cardinal Griffin, we believe the College uniform achieves three important goals:

1. It is clear to all concerned that each one of our students belongs to ONE college community, encouraging a sense of community identity and pride. By wearing the same badge and the same clothing, students are encouraged to think of the needs of the community as well as their own individual needs.

2. It encourages our pupils to develop habits for life. By learning to polish their shoes, fold trousers or hang up their blazers, pupils learn the habits of discipline and personal responsibility that will stay with them for life.

3. It prevents unkindness or bullying while keeping costs down. By requiring all our pupils to wear the same low-cost uniform, we reduce the incentive for pupils to ask parents for the latest (and most expensive) items of fashion. As a result, costs are kept as low as possible and no child can be seen to be poorer or wealthier than any other.

However, for our uniform policy to be successful, it must be implemented universally and without exception. We ask for our parents full understanding with this by supporting us at home to uphold the College's high standards.

We understand that, for some families, finances are tight. We believe that, by doing all we can to keep items of fashion out of school, we help families to keep costs down. Nevertheless, if you do have an individual problem, or you are unsure about an item of clothing, please do not hesitate to contact your child's pastoral Lead who will deal with your enquiry in the strictest confidence.

Boys' Uniform

- White-collared shirt, worn tucked into trousers.
- *Clip-on college tie – **Uniform Supplier**
- *College Blazer - **Uniform Supplier**
- Black trousers - plain, formal style (not black jeans)
- Black or grey socks
- Black formal shoes - sensible style, no boots, canvas shoes, trainers or trainer-shoes with any logos/branding

  Examples of appropriate shoe styles are seen in Appendix 1 of this policy

OPTIONAL ITEMS OF UNIFORM

- College jumper - **Uniform Supplier**

Girls' Uniform

- White-collared shirt, worn tucked into trouser/skirt
- *Clip-on tie - **Uniform Supplier**
- *College blazer - **Uniform Supplier**

- **EITHER**
  *BRANDED College KNEE length skirt, to be worn with black tights September to end of the spring term.
  OR
  Black, full length, PLAIN tailored, straight trousers to be worn with black ankle socks

  (Not skinny jeans, leggings or 'skinny leg' fashion. No trousers that are tight around the ankle. Trainer socks/shoe liners/pop socks are not permitted)

- Black formal shoes - sensible style, no boots, canvas shoes, trainers or trainer-shoes with any logos/branding

  Examples of appropriate shoe styles are seen in Appendix 1 of this policy

Variation to Girls' Uniform from Easter until the end of the school year in July:

- **KNEE length skirt and black ankle socks** as long as they cover the full ankle and are not shoe liners / trainer socks.

OPTIONAL ITEMS OF UNIFORM

- College jumper - **Uniform Supplier**

IMPORTANT INFORMATION THAT ALL PARENTS AND STUDENTS MUST BE AWARE OF:

Please note:

- All pupils in Years 7 to 11 are expected to wear correct academy uniform at all times, in strict adherence to our college's standard. In doing so, our students show that they are proud to be part of Cardinal Griffin Catholic College. In order to maintain a high standard of appearance no modification of uniform is acceptable. Sanctions will be taken should any pupil not wear their uniform correctly.

- Parents are strongly encouraged and advised to buy a warm, waterproof coat, preferably with a hood. Leather, denim, camouflage or service-type jackets are not suitable for college.

- All coats must be worn over the school blazer, and never in place of the school blazer.

- Hoodies or Zipped hoodies are banned, and all students are not allowed to wear these items on the school site. A hoodie or zipped hoodie is not classed as a coat nor part of the accepted uniform by the college. Where a student is seen wearing a hoodie or zipped hoodie, it will be confiscated and initially returned at the end of the school day. If this then persists, then parents will be invited into the college for a meeting about this issue.

STUDENT APPEARANCE

HAIR

- Hair should be styled as in a professional business environment.
- There is no difference in hair rules and expectations for boys and girls.
- There is no discrimination on students' hair styles with regards to disability, race, religion or belief.
- Hair can be worn down but MUST be neatly tied back and away from the face for Design Technology, Food / Catering, Science experiments and Physical Education (PE) lessons.
- Only natural coloured hair dyes are allowed.
- Only natural hair-coloured braids / extensions are to be worn.
- No fashion accessories are allowed in any student's hair; this includes lines of tinsel or 'shimmers'.
- No hair beads or other hair attachments are to be worn.
- All head coverings including religious based head coverings and African heritage head wraps, hair bands, head scarves, clips etc. must be black.
- No lines, patterns, images or text are allowed to be cut into hair or eyebrows.
- Eyebrows must be natural and not embellished.

JEWELLERY

- There is no difference in jewellery expectations for boys and girls.
- Students are only allowed to wear the following jewellery: an analogue or digital watch and one metal small stud style earring that do not overhang the lower ear lobe in each ear.
- No student is allowed to wear a 'smart watch' of any description.
- All jewellery **MUST** be removed for Physical Education lessons for Health and Safety reasons. Watches may need to be removed for any practical lesson where it is deemed necessary to do this by teachers.
- No other jewellery, including anklets, are allowed to be worn.
- No rings, necklaces, wristbands.
- No other piercings are allowed to be worn.

For those students who are from the Sikh faith tradition, the wearing of the Kara is permitted. It is not viewed by the school as an item of jewellery.

MAKE UP

- The wearing of subtle / natural make-up, including clear and transparent nail polish, is allowed.
- Where it is deemed to be obvious and blatant (decision will be made at the discretion of the Head of Key Stage), make up will need to be removed each morning. By obvious and blatant, we define this as being visible / noticed from a distance of 5 metres.
- False nails or false eyelashes are not allowed to be worn.
- Fake tanning and self-tanning products must be subtle in appearance if used.
- Students must not have any additional embellishment or make-up on their eye-brows.
- False / fake eyebrows are not allowed to be worn at school.

*The parents of students that have medical needs, supported by their GP, may discuss these issues with the Inclusion Lead for their child, this must be documented on our communication log.

All items of uniform may be purchased from:

➢ Most departmental stores (except the girls' skirts, college blazer, tie and the PE kit).

➢ Our local uniform suppliers.

All students must have the following items with them at all times:

A school bag containing:

- Their Yondr pouch (given to the student in September by the school)

- Pencil case; which must include at least the following items
  - 2 black inked pens
  - A green pen
  - A pencil
  - A ruler
  - A rubber
  - A sharpener
  - A highlighter
  - A calculator *(The college highly recommends the following model: Casio fx 83 GTX)*

AND

- All of the materials needed for **<u>that</u>** day's lessons.

Y7-Y11 PHYSICAL EDUCATION Kit Expectations

Physical Education is one of the foundation subjects in the National Curriculum and is a compulsory subject for all students. There has to be sound medical reasons for not doing PE and students should always have a written note from home where exemption is requested. If not participating for any reason, students are expected to bring kit and be involved in the lesson in a coaching or officiating role. Any student with an injury that prevents or causes pain whilst changing will not be required to bring PE kit and will undertake tasks within the lesson that are deemed suitable by the member of staff. We insist on the same high standard in PE kit as we do for college uniform.

Boys' PE kit	Girls' PE kit
• *Cardinal Griffin PE top - **Uniform Supplier** • **EITHER** Plain black sports shorts (loose fitting) without any branding / logos **OR** Plain black tracksuit bottoms without any branding / logos • Plain black socks • Trainers • Plastic studded football boots • Shinpads (for football only) • Gum shield (when needed) OPTIONAL ITEMS OF EQUIPMENT • Cardinal Griffin Track Top: **Uniform Supplier** • Cardinal Griffin Joggers/Leggings: **Uniform Supplier** • Cardinal Griffin socks/Black sports socks: **Uniform Supplier** • Black thermal under-top • Black 1/4 zip sports top, without any branding / logos	• *Cardinal Griffin PE top - **Uniform Supplier** • **EITHER** Plain black sports shorts (loose fitting) without any branding / logos **OR** Zero transparency, opaque joggers or leggings without any branding / logos • Plain black socks • Trainers • Plastic studded football boots • Shinpads (for football only) OPTIONAL ITEMS OF EQUIPMENT • Cardinal Griffin Track Top: **Uniform Supplier** • Cardinal Griffin Joggers/Leggings: **Uniform Supplier** • Cardinal Griffin socks/ Black sports socks • OPTIONAL Black thermal under-top (optional) • Black 1/4 zip sports top, without any branding / logos
Please note: ○ **All uniform, bags and PE kit must be clearly identified with your child's name** *These items must carry the college badge and are available through the college suppliers. ○ Expensive fashion trainers or fashion boots are not permitted. ○ No alternatives to the kit listed above is allowed.	
All items of PE kit can be purchased from: • Clive Mark - Walsall • Crested School wear – Cannock • Uniform Plus – Rugeley/Burntwood • A & J Designs (Staffs) Ltd – Norton Canes	

Cardinal Griffin Catholic College Sixth Form Dress Code

By joining Cardinal Griffin Sixth Form you have agreed to the following dress code statement: ***The dress code for the Sixth Form is one of a 'modern workplace'.*** We understand and respect that students wish to retain their individualism and to have greater freedom compared to their time at school. We also believe that a serious place of learning should look and feel professional at all times. A 'modern workplace' dress code means precisely that: clothing which should be considered appropriate in a modern office environment.

Sixth Form College Dress for Males	Sixth Form College Dress for Females
A smart matching trouser business suit for a business environment • A smart plain or patterned shirt, with no logos. No T-shirts nor vest tops • Shirts must be tucked in and the top button done up • A tie of student's choice, with no logos • A smart V-neck jumper with no logos • No hoodies, sweatshirts • Footwear: plain dark shoes. No trainers nor casual shoes nor flip-flops nor boots	• A smart suit for a business environment, with matching skirt or trousers and blazer or, business suit dress and matching blazer. Skirts/dresses of an appropriate length to the knee (no midi or tube skirts/dresses) with appropriate tights and blazered jacket • No shorts, no cropped trousers or leggings • A buttoned, plain or patterned blouse, with no logos. • No T-shirts nor vest tops, • Shirts must NOT be low-cut/cropped and must cover the midriff • A smart jumper with no logos. No hoodies or sweatshirts • Footwear: dark shoes with a low or medium heel, this means proper business style, smart shoes. No trainers nor casual shoes nor flip-flops nor boots

Please note:
Jewellery & Make-up:
Students may wear make-up: light foundation, eyeliner/mascara, subtle lip colour or gloss.

Students may wear one small stud in each ear, one understated necklace/pendant, one simple bracelet / wristwatch and one understated ring. Students may be required to remove these items for particular lessons where safety is a factor.

- No outside coats and scarves in the College building
- All mobile devices (incl. earphones / headphones) must not to be seen around the College site (in keeping with the ban on mobile devices across the college site and as a safeguarding issue).
- No denim jackets.
- No excessive hair styles or colouring.
- Tattoos should be covered.

Please remember students within the Sixth Form are a role model for the rest of the Cardinal Griffin community and are ambassadors for the Sixth Form within the wider community.

4.2 Where to purchase it

Crested Uniform
67 High Green Court
Cannock
Staffordshire
WS11 1BN
01543 504866

Clive Marks
19 Park Place Shopping Centre
Park Street
Walsall
WS1 1NP
01922 622556

Uniform Plus
Burntwood Town Shopping Centre
Cannock Road
Staffordshire
WS7 1JR
01543 677068

A & J Designs (Staffs) Ltd
Unit 1 Apex Business Park
Walsall Road,
Norton Canes,
Staffordshire.
Tel: 01543 360055
www.a4jdesigns.co.uk

5. Expectations for our school community

5.1 Students

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)

Parents are expected to contact their Inclusion Lead 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 their Pastoral Lead 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 about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our college's complaints policy
- The school will work closely with parents to arrive at a mutually acceptable outcome.

5.3 Staff

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 within the escalation policy of the college. Any final decisions will be made by the Principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Inclusion Lead for that Year Group / Head of Key Stage and then the Assistant Principal, in accordance with our Behaviour and student discipline policy.

In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation. To support our parents and carers further, the College has a small stock of reserve of uniform including shoes which students will be expected to borrow until a replacement item is purchased. Refusal to borrow such items will be referred to our Behaviour and Discipline Policy.

5.4 Governors

The governing body will review this policy and make sure that it:

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

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 2 years.

6. Monitoring arrangements

This policy will be reviewed by Mr Johnson- Head of School. At every review, it will be approved by the Full Governing Body.

7. Links to other policies

This policy is linked to our:

- Behaviour and Discipline policy
- Suspensions and Permanent Exclusion Policy
- Complaints Policy

Appendix 1: Suitable College Shoes: **Please use these images as a guide for appropriate styles of shoes for boys**

Please use these images as a guide for appropriate shoe styles for girls