

Staff Code of Conduct 2024

St Bartholomew's CE Primary School



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Prepared by: LB

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Policy Updates	
Version Number	Changes
1.0	New Policy

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St Bartholomew's Vision

To be a loving and nurturing Christian school community, providing the rich soil that enables our children to develop deep roots, grow and flourish, to be the best they can be.



Our Motto

Nurture, Grow, Flourish

Keep your roots deep in Jesus and have your lives built on Him.
Be strong in the faith, just as you were taught.
Always be thankful. Col 2:7

Our Values

- Courage
- Creativity
- Joy
- Kindness
- Respect

Aims and objectives

Our policy on school uniform is based on the belief that school uniform:

- promotes a sense of pride in our school;
- helps to create a sense of community and belonging towards the school;
- identifies the children with the school;
- supports our commitment to inclusion;
- prevents children from wearing 'fashion clothes' that could be distracting in class;
- is practical, smart and designed with health and safety in mind;
- is considered good value for money by most parents;

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 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- 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 School Lead, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

Expectations for our school community

Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises
- 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 School Lead if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 also expected to contact the School 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/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 and 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.

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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the School Lead using the school's Behaviour Policy

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.

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

The Governors will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

The governing body supports the School Lead in implementing the School Uniform Policy. It considers all representations from parents regarding the uniform policy and liaises with the Headteacher to ensure that the policy is implemented fairly and with sensitivity.

It is the governors' responsibility to ensure that the school uniform meets all regulations concerning equal opportunities. Governors ensure that the school Uniform Policy enables children to dress sensibly, in clothing that is hardwearing, safe and practical.

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,
- 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
- 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

Where to buy School Uniform

Branded school jumpers/cardigans can be purchased from GoGo Designs in Leek. Unbranded uniform can also be bought from most major stores at competitive prices.

School Uniform List

Winter Uniform – Autumn and Spring Terms

- Burgundy sweatshirt/jumper or cardigan
- Grey/Black long trousers
- Grey/black skirt or pinafore
- White shirt or white polo shirt
- White/dark socks or tights
- Black shoes (no trainers)

Optional Summer Uniform (from Easter onwards)

- Grey or black shorts/long trousers
- Red or Burgundy checked dress
- Black shoes
- White or dark socks or tights
- White polo shirt

P.E. Kit

- Grey or black shorts or jogging bottoms
- Plain white t-shirt
- Trainers

PE kit should be worn to school on your child's PE day(s).

Headscarves/Hijab

These may be worn for religious reasons, but these should be in school colours.

Jewellery

It is not appropriate for children to wear jewellery except a sensible watch and a pair of small plain stud earrings. No earrings can be worn for PE lessons.