

# St Benedict's Catholic College



## **Uniform Policy** *Dressing for Excellence*

	<b>Date</b>
<b>Date reviewed</b>	September 2022
<b>Approved by governors</b>	November 2022
<b>Date of next review</b>	September 2025



# **Uniform policy**

## **Contents**

<b>Introduction</b>	<b>3</b>
<b>Expectations</b>	<b>3</b>
<b>Our uniform principles</b>	<b>3</b>
<b>Hairstyle</b>	<b>4</b>
<b>Make-up and Jewellery</b>	<b>4</b>
<b>Religious adaptations</b>	<b>4</b>
<b>Value for money</b>	<b>4</b>
<b>Gender</b>	<b>4</b>
<b>Pre-owned uniform</b>	<b>4</b>
<b>Additional information</b>	<b>5</b>
<b>Appendix 1: Halo code</b>	<b>6</b>

**St Benedict's Catholic College**  
**Uniform Policy**  
***Dressing for Excellence***



### **Introduction**

At St Benedict's Catholic College, we place an emphasis on pride in our community and on achieving excellence in every dimension of the life and work of our college. A visible indication of this is in the standard of our students' uniform.

The college believes that there are many benefits to the whole community of students wearing a smart uniform. College uniform plays a valuable role in contributing to our ethos and in setting an appropriate professional look within college and in the wider community.

First impressions are very important in ensuring that students are good ambassadors for the college. At St Benedict's Catholic College, we aim to provide all students with a sense of identity. We aim to prepare them for the professional world of work and to ensure that they leave as excellent role models for others.

### **Expectations**

Students are not permitted to deviate from the uniform policy except in rare and exceptional circumstances.

There may be medical reasons that make wearing parts of the uniform impossible. Where this is the case, any agreed changes will be as close to the formal uniform as possible and made only after a meeting with a member of Senior Leadership Team or Director of Achievement and Behaviour. Religious head scarves may be worn but no other religious insignia is permitted on the outside of the uniform.

**This policy should be read in conjunction with the following policies:**

- *Dressing for Excellence*
- *Behaviour for Learning*

### **Our Uniform Principles**

This policy aims to:

- Foster the community ethos of the college
- Encourage a sense of equality and cohesion where clothing is not used to highlight levels of family income, create social hierarchies or label students as members of identity groups (other than religious) since this is at odds with the culture of the college
- Enable the rapid identification of a St Benedict's student on site providing a safer and more secure environment
- Embed a culture of learning to dress appropriately for different settings
- Protect students from social pressures to dress or present in ways that reflect superficial fashions
- To prevent clothing/haircuts associated with undesirable behaviour coming onto the college site
- Ensure that students of different social, religious and ethnic groups feel welcome
- Ensure staff time is focused on student achievement, teaching and learning
- Ensure that our culture of high standards is projected to the wider community

### **Hairstyle**

Hair should not be cut shorter than a grade 2 (clipper) overall. Any fade haircuts must not have sudden changes of grade. There must be no shaved lines or patterns. This also applies to shaved eyebrows. Hair must be the student's natural colour. This also applies to braids. Only plain (black or navy), functional and safe hair accessories are allowed. If a breach of this code cannot be resolved to the satisfaction of staff, it may result in a specified period of time in the Gillingham Learning Centre (inclusion) of the student including break and/or lunchtimes. Changes in hair fashions may require staff to apply their judgement to ensure appearances

**St Benedict's Catholic College**  
**Uniform Policy**  
***Dressing for Excellence***



are acceptable and reasonable. The college respects and supports the HALO code (please see appendix 1)

**Make-up and Jewellery**

Noticeable make-up is not permitted. Coloured nail varnish, acrylic nails, gel nails, shellac nails and nail extensions of any kind are not permitted. False eye lashes are not permitted.

Jewellery is not permitted apart from one small plain spherical gold or silver ear stud (with no stones, faux gems or other embellishments or patterns) in the lobe of each ear. No other piercing studs or retainers are allowed. Students with non-permitted jewellery will be asked to remove it. Claiming that a recent piercing may close without a stud or retainer is not an acceptable excuse.

Rings and other jewellery are not permitted. Tattoos are not permitted. Badges (with the exception of those issued by the school) may not be worn.

Religious jewellery may be worn discreetly under clothing and should never be visible.

A watch and/or a medical bracelet may be worn. SMART watches are not permitted.

Any permitted jewellery described above must be removed prior to Physical Education lessons so as not to pose a risk to the wearer and those around them.

**Religious Adaptations**

Religious head wear may be worn in discreet colours but no other religious insignia is permitted on the outside of the uniform.

**Value for Money**

In 2022 we re-tendered to ensure best value and to comply with new legislation. As a consequence, we have adapted our requirements for PE kit ensuring that compulsory and optional items are clearly determined. This will result in a cost saving to parents on PE kit and postage.

Therefore, compulsory branded items are the minimum possible. We have also reviewed compulsory branded items in PE and reviewed the overall cost of branded PE items. The college does not earn commission on any uniform sales.

**Gender**

It is an expectation that students change for PE in communal rooms designated by sex. In circumstances where this causes discomfort on the grounds that a student identifies as transgender, the college will endeavour to make reasonable adjustments. Reasonable adjustments in this situation is described as the use of a separate cubicle, accessible toilet (which are separate and large enough to change in) or another alternative room in the school (where possible and practicable).

**Pre-owned Uniform**

The college works with Essex Free School Uniform Project that keeps a stock of donated pre-owned uniform items and you should contact us directly if you would like to enquire.

**Additional Information**

Students should be clean shaven in Key Stage 3 (Year 7-9). Facial hair may be worn in Key Stage 4 (Year 10-11) but must be neat in appearance.

**St Benedict's Catholic College**  
**Uniform Policy**  
***Dressing for Excellence***



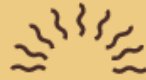
When snow is forecast, boots may be worn to and from college, but shoes are to be worn during the normal working day. The school will issue this guidance at the appropriate time.

Damaged uniform should be replaced as soon as it is practicably possible. Students are not permitted to wear trainers or non-formal footwear whilst school shoes are being replaced. Loan items will be provided by pastoral staff.

Non-college issue items must not be worn to embellish uniform e.g. hairclips, tie-pins, braces, hats/caps (list indicative not exhaustive).



## Appendix 1 – The Halo code



### The Halo Code

Our school champions the right of staff and students to embrace all Afro-hairstyles. We acknowledge that Afro-textured hair is an important part of our Black staff and students' racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance.

We welcome Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps.

At this school, we recognise and celebrate our staff and students' identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on anyone's ability to succeed.

### **Notes:**

1. Schools have the right to enforce a dress code as long as it is fair and does not unduly discriminate against any students and staff. Under the Public Sector Equality Duty (PSED), "schools must eliminate racial discrimination and promote good race relations". Policies and practices that prohibit hairstyles which are primarily used to maintain Afro-textured hair can lead to indirect discrimination.
2. The Halo Code focuses on hair textures and styles most commonly associated with the Black community. The term Black has historically been used as a racial and political label. Here, we use it to refer to people of the African Diaspora, including those with mixed heritage, who as a result of their ancestry have Afro-textured hair.
3. The Halo Code is a gender neutral policy.
4. In order to embody the spirit of The Halo Code, staff are encouraged to familiarise themselves with different Afro-textured hairstyles and their cultural significance, and to avoid labelling Afro-textured hair with terms such as messy, unprofessional, or inappropriate.
5. Halo Code does not prevent schools from issuing additional guidance around Afro-texture hair and protective styles, including:
  - That head wraps and scarves should reflect other elements of the dress code such as the organisation's colours.
  - That hair be tied up for health and safety reasons..
  - .That hair colour is reflective of the wider dress code policy

Taken from <https://halocollective.co.uk/halo-code-school/> (November 2022)



# Dressing for Excellence

## Contents

<b>Introduction</b>	<b>8</b>
<b>Roles and responsibilities</b>	<b>8</b>
<b>Expectations</b>	<b>8</b>
<b>Uniform guide including compulsory items</b>	<b>9</b>
<b>Supplier</b>	<b>12</b>
<b>Size charts / sizing</b>	<b>13</b>
<b>Essex Free School Uniform Project</b>	<b>14</b>

**St Benedict's Catholic College**  
**Uniform Policy**  
*Dressing for Excellence*



**Introduction**

At St Benedict's Catholic College, we place an emphasis on pride in our community and on achieving excellence in every dimension of the life and work of our college. A visible indication of this is in the standard of our students' uniform.

The college believes that there are many benefits to the whole community of students wearing a smart uniform. College uniform plays a valuable role in contributing to our ethos and in setting an appropriate professional look within college and in the wider community.

First impressions are very important in ensuring that students are good ambassadors for the college. At St Benedict's Catholic College, we aim to provide all students with a sense of identity. We aim to prepare them for the professional world of work and to ensure that they leave as excellent role models for others.

**Roles and responsibilities**

The form tutor is responsible for ensuring the day-to-day implementation and reinforcement of our uniform policy.

Parents and carers will take responsibility for ensuring that their child owns and wears the correct uniform including a PE kit. They will be encouraged to work in partnership with the college to maintain high standards of appearance and will have the opportunity to raise any issues arising from the implementation of our policy.

All staff are responsible for ensuring that our policy is followed. Staff should challenge all breaches of uniform, recording it on Class Charts. They will be responsible for following up any issues, or they may refer to the Pastoral Leads in the case of persistent uniform issues where intervention and support may be needed. Smaller infringements such as an untucked shirt would result in a student having the issue recorded on Class Charts.

The Director of Achievement and Behaviour and pastoral team are responsible for monitoring uniform and ensuring all staff address non-compliance with uniform rules. They will also ensure that appropriate procedures are put in place to enable the protocol to be applied consistently and fairly.

Students are expected to take responsibility for their own uniform and will be made fully aware of the college's expectations. Students are expected to wear college uniform in line with our policy at all times from leaving home in the morning until returning home after college. They should be proud ambassadors of the college.

**Expectations**

Dressing in a smart and professional way prepares students for success in the wider world of further education and work.

We firmly believe that if our students are smartly dressed in a uniform consistent with college policy, they will be prepared for work in the classroom



**St Benedict's Catholic College**  
**Uniform Policy**  
*Dressing for Excellence*



**Uniform guide including compulsory items**

***Blazer (only available from our College supplier)***



*Girls Blazer*

All students must wear a black blazer with a college badge; to be worn at all times unless permission is given to remove it. No other badges to be worn attached to the blazer unless awarded or approved by the college.



*Boys Blazer*

**Trousers (can be purchased from any supplier)**



Smart, tailored, plain, black trousers of waist height and ankle length.

**Boys trousers;** smart, tailored plain black trousers

Plain style belts with small buckles are allowed.



**Skirt (can be purchased from any supplier)**

Smart, pleated grey skirt of **knee length**. No split or tiered skirts. No stretchy fabric/lycra.



**Tight skirts, tight trousers, jeans or leggings are not permitted.**



**Shirt (can be purchased from any supplier)**

Plain white, long sleeved, shirt, with a collar suitable for a tie (with a top button); short sleeved shirts (again with collar) can be worn in the summer. No fitted shirts to be worn; no blouses.

Shirt should be tucked in and top button done up

**Tie (only available from our College supplier)**

College tie is compulsory. The tie must be worn smartly, with the top button of the shirt done up.



**Jumper (can be purchased from any supplier)**

Optional plain black V neck jumper, no logo. Can be worn under the blazer but not instead of.



**Socks / Tights (can be purchased from any supplier)**

Socks or tights must always be worn.

Girls Below knee length or ankle socks in plain black; tights in plain black/sheer (no patterned tights)

Boys Plain black socks

Students should bring spare socks on the days they have PE if they wish to wear white socks with their sports trainers.



**Overcoats (can be purchased from any supplier)**

A plain style in a single dark colour free of markings. No fashion jackets. Hooded sweatshirts/tops should not be brought into college. Students must wear their college blazer or carry it with them during warmer weather.

**Shoes**

Plain black flat leather (or faux leather) shoes of a formal and traditional style (no boots, trainers/sports shoes, canvas shoes or other footwear such as Vans/Converse/Plimsolls or similar. Students with a medical note may be allowed to wear suitable alternatives (for a short period of time), but they will also need to be black and discreet. This must be agreed with our Director of Behaviour & Achievement in advance of the college day via email.



Shoes must not display flashings or logos, even if it matches the colour of the shoe

**St Benedict's Catholic College**  
**Uniform Policy**  
***Dressing for Excellence***



**Trainers**

Trainers for PE should be supportive and as plain as possible in any colour with non-marking soles as they will be worn in the Sports Hall.

**Jewellery**

A maximum of one plain, small stud worn in the lobe of each ear. A watch can be worn, but Smartwatches including Fitbits are not allowed. No other jewellery (even of sentimental value) to be worn in the college (including friendship bands). All earrings must be removed for PE lessons. Facial piercings and false eye lashes are not permitted and will need to be removed. No makeup, nail polish or false nails.

**Hair styles**

Hair must be a natural colour and must not be styled in an extreme manner (this includes no tramlines or closely cropped styles and hair must not be any shorter than a number 2). Hair or hair extensions must be a natural colour. Plain hair accessories may be worn. They must be in college colours of plain black or plain blue only.



**PE training top (only available from our College supplier)**

White training top with college crest



**PE Shorts (only available from our College supplier)**

Royal blue short with embroidered college crest



**PE Socks (only available from our College supplier)**

White sports socks with college name on.



**Boys PE Reversible Rugby Shirt (Optional)**  
**(only available from our College supplier)**



**Girls PE Fleece (Optional)**  
**(only available from our College supplier)**

**St Benedict's Catholic College**  
**Uniform Policy**  
*Dressing for Excellence*



**Tracksuit Trousers**  
(can be purchased from any supplier)



**Female Leggings**  
(can be purchased from any supplier)

**Supplier**

**How to purchase our College uniform**

We offer a totally on-line service for the purchase of our uniform from our current suppliers, **SWI**.

The website address is [www.swischoolwear.co.uk](http://www.swischoolwear.co.uk) or follow the link on our website.

The 'Direct to Parent' supply solution provides you with the ability to order uniform and PE kits 24 hours a day.

Orders can be placed either online, by phone or post. Deliveries can be made to home or college.

**Online:** visit the website and order via 'Direct to Parent' online.

For anyone who does not have access to the internet, please contact the college and we will assist you with the on-line ordering process.

**By post:** The College has copies of the order forms available on request. Alternatively, a downloadable version is available. Send your completed order form with payment by cheque or credit card to SWI.

**Telephone:** 01928 752610

**Delivery:** Orders over £70 are delivered to home free of charge, within 3-5 days. Orders under £70 sent to a home address (or other specified) incur a £4 delivery charge. During term time, SWI operates a free of charge weekly delivery service into College.

Basic items eg, shirts, jumpers, skirts and trousers can be purchased from a wide range of supermarkets/other retailers.

**St Benedict's Catholic College**  
**Uniform policy**  
**2022 – 2023**



**Size charts / Sizing**

**Size charts**

**Uniform**

Our uniform is ordered online with SWI. Compulsory items are blazer, tie, skirt (for girls), PE top, shorts, rugby shirt (for boys) and fleece (for girls).

<b>SKIRTS</b>	Waist	22"	24"	26"	28"	30"	32"	34"	36"	38"	40"	Prices from £17.05 to £22.55
	length	18"	Y	Y	Y	Y	Y	Y				
		20"	Y	Y	Y	Y	Y	Y	Y	Y	Y	
		22"				Y	Y	Y	Y	Y	Y	

<b>Shorts (sizing is unisex)</b>	Waist	20"	24"	28"	32"	36"	40"	44"	prices from £10.10 to £12.05
----------------------------------	-------	-----	-----	-----	-----	-----	-----	-----	------------------------------

<b>Leggings</b>	Waist	18/20"	22/24"	26/28"	30/32"	34/36"	38/40"	42/44"	prices from £15.10 to £18.85
-----------------	-------	--------	--------	--------	--------	--------	--------	--------	------------------------------

<b>PE training top (sizing is Unisex)</b>	Chest	22/24"	26/28"	30/32"	32/34"	34/36"	38/40"	42/44"	46/48"	50/52"	Prices from £14.30 to £16.85
---	-------	--------	--------	--------	--------	--------	--------	--------	--------	--------	------------------------------

<b>Blazer (sizing is unisex)</b>	Chest	27"	28"	29"	30"	31"	32"	33"	34"	35"	Prices from £31.15 to £35.70
		36"	38"	40"	42"	44"	46"	48"	50"	52"	

<b>Rugby Shirt</b>	Chest	22/24"	26/28"	30/32"	32/34"	34/36"	38/40"	42/44"	46/48"	50/52"	Prices from £21.05 to £23.70
--------------------	-------	--------	--------	--------	--------	--------	--------	--------	--------	--------	------------------------------

<b>¼ zip fleece</b>	Chest	22/24"	26/28"	30/32"	32/34"	34/36"	38/40"	42/44"	46/48"	50/52"	Prices from £21.35 to £24.00
---------------------	-------	--------	--------	--------	--------	--------	--------	--------	--------	--------	------------------------------

<b>Tracksuit Pants unisex</b>	Age	9-10	11-13						Prices from £15.70 to £20.20		
	Waist			28/30	30/32	34/36	38/40	42/44			

Socks – prices from £5.80 to £7.05

Tie - £5.70

## Sizing

At SWI, we work hard to source top-quality fabric and create innovative designs, but none of this matters if the fit of your child's school clothing isn't right.

We want to help you get the best possible fit and look for your child's new kit. After all, your child deserves better than itchy fabrics, baggy sleeves and trailing hems. All of our garments have been designed to stand the test of time, but we also want to help your child look good and feel great too.

## Measurement Guidance

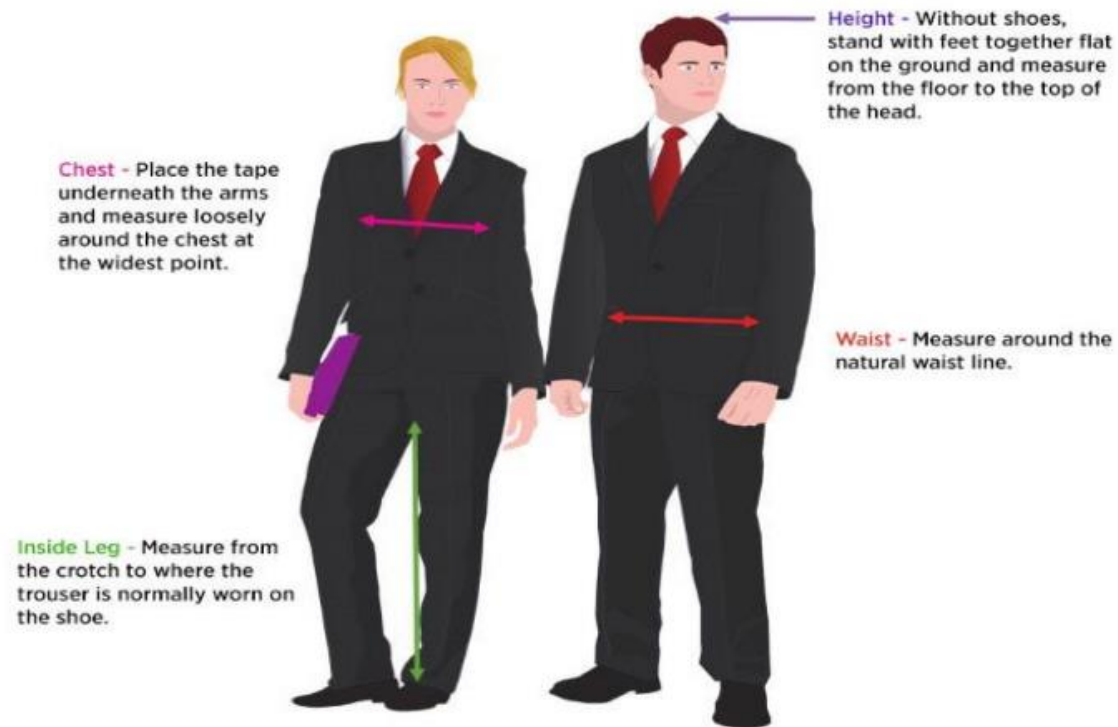
When buying school clothing it can sometimes be hard to keep up with the growth spurts. That's why we always recommend you use up-to-date measurements before you place an order with us. If you need a little guidance before you take your child's measurements, take a look at the helpful diagram below.

Our schoolwear is available in a wide range of sizes and has been designed for best fit. For example, if your child measures 29 inches, then that is the size that we recommend that you buy. If your child is between sizes, then we recommend that you buy the next size up.

Measurements such as height are a better guide than age when choosing the correct size, so if your child is taller than average, it is advisable to order the next size up in tops or trousers.

If you have any questions or concerns about the sizing of our garments, don't hesitate to [get in touch](#) with the SWI team.

**Please Note: All of our garment sizes are given in inches.**



**St Benedict's Catholic College**  
**Uniform policy**  
**2022 – 2023**



**Essex Free School Uniform Project**

We partner with the Essex Free School Uniform Project to provide free second-hand uniform.

More details can be found here:

<https://www.facebook.com/essuniex/> or <https://www.dnanetworks.org/>

If you have uniform that your son/daughter has outgrown and which is in good condition please consider donating it to the project so other students can benefit. Donations can be made via the college office or directly to the Essex Free School Uniform project.