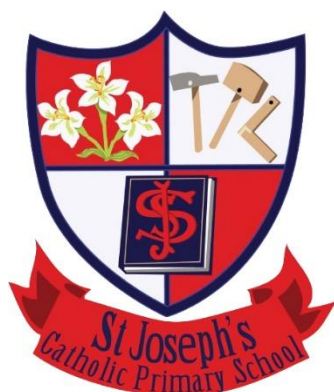


St. Joseph's Catholic Primary School



School Uniform Policy

Approved by:	Governors	Date: September 2026
Last reviewed on:	Summer 2026	
Next review due by:	Summer 2028	

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1. Statement of intent

St. Joseph's Catholic Primary School believes that a consistent school uniform policy is vital for:

- Promoting the ethos of a school.
- Providing a sense of belonging and identity.
- Setting an appropriate tone for education.

For the purposes of this policy, “**uniform**” includes the following elements of pupils’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable, and provides the best value for money for both the school and pupils’ families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education.

In writing and updating this policy, we have sought to:

- Engage with parents and pupils.
- Consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for pupils.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Ensure that the uniform is suitable and safe for pupils who walk or cycle to school.
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

2. Legal framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2024) 'School uniforms: guidance for schools'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- Tendering and Procurement Policy

3. Roles and responsibilities

The Trust Board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The headteacher is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the Trust Board.

- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

4. Cost principles

The school will develop its uniform policy in relation to the following starting principles:

- The school will seek to ensure that the uniform is affordable. In so doing, the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.
- The school will seek to keep the use of branded items to a minimum.
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- The school will seek to ensure that second-hand uniforms are available for parents to acquire. Information on second-hand uniforms will be published on the school's website.

Principles in practice

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school will keep variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum to ensure that pupils can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

The school will keep branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element. Where the school requires an item of branded clothing, it will assess how prices can be kept as low as possible and put measures in place to facilitate this. This may include:

- Offering sew- or iron-on logo patches for blazers and jumpers that can be bought at non-specialist retailers, instead of requiring specific branded jumpers.
- Ensuring branded items are longer-lasting and unlikely to be grown out of quickly, e.g. ties.
- Making donated second-hand uniform available for purchase at a lower price.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

5. Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and Trust Board, and always in accordance with the school's Complaints Procedures Policy.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

Gender

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the 'Cost principles' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

Race

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on '[Preventing hair discrimination in schools](#)'.

SEND and medical conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

The school will ensure that it works with a supplier that acts in accordance with the school's values and principles on equality and inclusion.

6. Complaints and challenges

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

The school has an agreed procedure in place with its uniform supplier to deal with complaints about the supply and quality of uniforms.

In considering a complaint, parents should be aware that teachers can sanction pupils for breaching the school's rules on appearance or uniform. The school expects this to be carried out in accordance with the school's published behaviour policy. The school aims to deal with pupil non-compliance in a proportionate and fair way.

7. Uniform assistance

The school will support disadvantaged families in meeting the costs of uniforms. The budget for the school uniform assistance scheme will be derived from pupil premium funds.

The school will hold second-hand school uniforms in the school office for parents to access; access to these uniforms will be made available upon request made to the headteacher.

Parents will be invited to donate their child's uniform when they no longer need it.

8. Non-compliance

Staff will be permitted to discipline pupils for breaching this policy, where relevant to their role, in accordance with the school's Behaviour Policy.

Parents will be notified of pupils' breaches of school uniform in all cases.

9. School uniform

Clothing

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item
Navy blazer	<u>Required</u>	School logo on right-hand side	Branded blazer available from uniform suppliers or second-hand from school office. Iron-on logo patches available from school office	Blazer ~ £30 Logo patch £3.50
Navy pullover/jumper or navy cardigan (not sweatshirts)	Optional	No branding	Available second-hand from school office, and from regular retailers.	N/A
White shirt/blouse (winter) – must have a top button White polo shirt (summer)	<u>Required</u>	No branding	Available second-hand from school office, and from regular retailers.	N/A
School tie (red)	Required except in summer term	No branding	Available uniform suppliers or second-hand from school office.	£3.00 / £3.50

<u>Winter</u> Grey tailored trousers (no leggings), knee-length grey skirt or grey pinafore dress <u>Summer</u> Grey shorts, Light blue/white check summer dress	Required	No branding	Available second-hand from school office, and from regular retailers.	N/A
Reception class As PE kit listed below but can wear a Red cotton T-shirt with logo as an option	Required	School logo on right-hand side	Available from uniform suppliers	~ £5
Sensible, plain black shoes	Required	No branding	Available from regular retailers	N/A
Socks – grey or white.	Required	No branding	Available from regular retailers	N/A
PE Kit				
Plain red 'Just Cool' fabric t-shirt	Required	School logo on right-hand side	Available uniform suppliers	~ £9
Plain navy sweatshirt	Required	No branding	Available from regular retailers	N/A
Plain navy shorts	Required	No branding	Available from regular retailers	N/A
Plain navy joggers	Required	No branding	Available from regular retailers	N/A
Plain trainers	Required	No branding	Available from regular retailers	N/A
School book bag	Optional	School logo	Available from local suppliers, non-branded available from local or online retailers.	Prices vary

Pupils who are wearing skirts in winter will also be required to wear navy tights or long white socks.

The school will not consider trainers or high heels suitable school shoes; however, block heels of no more than 3cm can be worn.

Parents are responsible for ensuring their child brings their PE kit to school when needed.

Jewellery

The school rules on jewellery are as follows:

- One pair of stud earrings may be worn – no other piercings are permitted.
- A smart and sensible analogue wristwatch may be worn.
- Bows must be small, sensible and in keeping with school uniform colours.

Pupils will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons. If pupils are unable to remove earrings themselves, they should not wear them any day when they have PE, games or swimming. Staff are not permitted to remove children's earrings.

Bags

Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It must hold A4-sized workbooks comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases will not be permitted.

The school will discourage pupils from bringing valuable bags to school. The school will not be liable for lost or damaged school bags.

Hairstyles and headwear

The school reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- shaved tramlines or other designs
- extreme different lengths where part of the style is shaved short and other parts left longer
- highlights and colours
- non-natural coloured hair extensions
- excessive hair accessories.

- headwear featuring inappropriate words or images

Makeup and cosmetics

The school rules on makeup and cosmetics are as follows:

- No make up is permitted
- False nails and nail extensions are not permitted
- Nail varnish is not permitted
- Temporary tattoos are not permitted

Pupils wearing excessive makeup will be required to remove it.

10. Adverse weather

All pupils will be advised to wear weather-appropriate clothing.

For hot temperatures, this includes wearing:

- Tops that cover the shoulder area.
- Sunglasses with UV protection when outside.

Pupils will be advised not to wear any jumpers or blazers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing will be advised to stay in an area protected from the sun, or spare clothing is provided.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when outside.
- Warm jumpers.
- Trousers, or skirts and thick tights.

11. Labelling and lost property

Parents will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be taken to the lost property box in the school office. All lost property will be retained for one month and will be disposed of if it is not collected within this time.

12. Monitoring and review

This policy will be reviewed annually by the chair of governors and the headteacher. The next scheduled review date for this policy is date.

The school will engage with parents and pupils when reviewing this policy.

Any subsequent changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.

13. Appendix 1 – Website content

School Uniform:

It is school policy that uniform should be worn, as we believe it gives our pupils a sense of belonging to the school community. Parents must ensure that their children come to school each day wearing the required uniform. There may be occasions, outside the usual school day, when children are asked to wear uniform to represent the school.

The majority of these items can be purchased from our uniform suppliers. Other school uniform items can be bought more widely, e.g. from 'high-street' retailers.

https://uniformsbyniki.com/	https://uniformwise.co.uk/
Uniforms by Niki	UniformWise Schoolwear
Walton Hall Farm	38-40 High Street
Walton Hall Road	Stanford Le Hope
Linford	Essex
Stanford-le-Hope	SS17 0HQ
SS17 0RH	Tel:01375 644 744

Winter	Summer
Navy blazer with embroidered logo	Navy Blazer with embroidered logo
School Tie – plain red	Summer Dress - light blue/white check
Trousers/Skirt/Pinafore Dress - grey	Shorts – grey
Shirt/Blouse - white (with top button)	White Polo Shirt
Pullover/Cardigan - navy (not sweatshirts) (optional)	Pullover/Cardigan - navy (not sweatshirts) (optional)
Socks - grey or white	Socks - grey or white
Tights – navy	Tights – navy
Black leather school shoes	Black leather school shoes or closed toe sandals
School bag	School bag

Winter PE Kit	Summer PE Kit
Plain red 'Just Cool' fabric t-shirt with printed logo (EYFS only – red cotton t-shirt with printed logo)	Plain red 'Just Cool' fabric t-shirt with printed logo (EYFS only – red cotton t-shirt with printed logo)
Plain navy shorts	Plain navy shorts
Plain navy sweatshirt	Plain navy sweatshirt (optional)
Plain navy joggers	Plain navy joggers (optional)
Sports socks	Sports socks
Plain trainers with non-marking soles	Plain trainers with non-marking soles
Football boots (as needed)	
Swimming:	
In a separate swim bag: Dark coloured swimming trunks / 1 piece swimming costume, a swimming hat & a towel.	

Sensible outdoor coat/anorak preferably one that will be visible and waterproof. Outdoor coats should not be worn inside classrooms

We have a school badge, if parents wish to buy one for their child's blazer.

Items which may be purchased from school: (There is an honesty box in the front office for you to use)

Blazer badge - £3.50

Ties - £3 (elastic) or £3.50 (tie-up)

Footwear:

All children must wear sensible and suitable black **shoes (not trainers)**. **Shoes can be polished – trainers cannot**. Boots and demi boots are not permitted to be worn in school unless your child has been advised to wear a supportive boot due to a medical condition (in this instance, the school will require written medical evidence from a medical professional). Closed toe sandals may be worn during the summer months.

If your child wears wellington boots to school in the winter months or has permission to wear trainers during lunchtimes, they must change back into their school shoes for lesson times. Pupils must always arrive and depart from school wearing appropriate footwear.

All items of clothing should conform to our school policy and be clearly labelled.

Hairstyles:

Hairstyles should be appropriate for school; 'extreme' styles, colours or highlights are not acceptable.

Hair that is longer than shoulder length should be tied back with a plain band (school colours of navy, red or white only), scrunchie or hair tie. Hair slides should also be plain and undecorated.

The following are not permitted at this school:

- shaved tramlines or other designs
- extreme different lengths where part of the style is shaved short and other parts left longer
- highlights and colours
- non-natural coloured hair extensions
- excessive hair accessories.
- headwear featuring inappropriate words or images

Jewellery

The school rules on jewellery are as follows:

- One pair of stud earrings may be worn – no other piercings are permitted.
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