



St Joseph's Catholic Primary School & Nursery

SCHOOL UNIFORM POLICY

Our family at St Joseph's Learns, Loves & Grows with God at the Centre

Reviewed	1 st September 2022
Next Revision	Annually
To be reviewed	Autumn Term 2023

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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 with the School Office who will direct you to a member of the Senior Leadership Team 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

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, 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 leveler
- › Avoiding different uniform requirements for different year/class/house groups
- › Avoiding different uniform requirements for extra-curricular activities
- › Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- › 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

Items indicated with * can be ordered online from Uniform 4 Kids (see 4.2 below)

EARLY YEARS (Reception and Nursery)

BOYS AND GIRLS UNIFORM	EARLY YEARS EXTRAS
Royal blue collared polo shirt with logo*	Wellington Boots
Lime Green EYFS sweatshirt with logo*	Spare change of school uniform clothes
Navy jogging bottoms	Extra socks and underwear
Navy shorts or leggings can be worn in the summer	Logo hats*, blue gloves & scarves winter
Black shoes classic school style (Grey socks Only)	Sunscreen & caps with logo*for summer
Black plimsolls (NO trainers)	

MAIN SCHOOL UNIFORM (Years 1 to 6)

WINTER UNIFORM BOYS (Autumn and Spring terms)	WINTER UNIFORM GIRLS
Grey blazers with logo* Optional	Grey blazers with logo* Optional
White shirt	White shirt
School tie	School tie

Royal blue jumper or cardigan with logo*	Royal blue jumper or cardigan with logo*
Plain grey long trousers	Plain grey skirt, trousers or pinafore
Grey socks only	Grey socks or grey tights only
Black shoes classic school style (NO trainers)	Black shoes classic school style (NO trainers)

OUTERWEAR ALL YEARS

School coat with logo* Optional
Plain navy, dark grey or black coat (No other coats permitted including denim, fur, leather or brand logos)
Winter Fleece Blue Hats with logo* (No other hats permitted) blue gloves & scarves
School bag with logo*

SUMMER UNIFORM BOYS (Summer term)	SUMMER UNIFORM GIRLS
Grey blazers with logo* Optional	Grey blazers with logo* Optional
Royal blue collared polo shirt with logo*	Royal blue gingham summer dress
Plain grey long trousers or grey shorts	Royal blue jumper or cardigan with logo*
Grey socks only	White socks only
Black shoes or sandals classic school style (NO trainers)	Black shoes or White sandals classic school style (NO trainers)
School caps with logo*	School caps with logo*

MAIN SCHOOL PE (Years 1 to 6)

Lime Green T shirt with logo*
Navy jogging bottoms or navy shorts no slogans
Navy Hoody with Logo*
Trainers

Jewellery - No jewellery except a plain watch and plain gold/silver stud earrings are permitted. No coloured accessories or jewellery are allowed.

Hair - Hair should be tied back with plain navy, royal blue, white or black hair bands/ribbons. Beads in hair should be in school colours. No large flowers or large bows. Hair dye / coloured hair extensions or shaved hair designs are NOT permitted

Nail varnish - is not permitted in school.

4.2 Where to purchase it

You can order and pay for school uniforms online from [Uniform 4 Kids](#).

There are no minimum order quantities and your uniform will be delivered directly to your chosen address. Home delivery is on a next day service. Each purchase is dispatched using Parcel Force. For parcels under £24.99 there is a delivery cost of £4.50, for parcels £25.00 + there is a delivery charge of £7.50. Alternatively, you can have your order delivered to the school during term time only free of charge. Please note that the school will not be responsible for orders or any tracking information and you will need to contact Uniform 4 Kids directly for information or queries. Other ordering information including sizes, delivery information and the returns procedure is also available on their website.

As well as our approved school uniform with our school logo, you can also order plain items such as trousers, skirts and shirts should you wish. Plain items may also be purchased from alternative High Street shops should you wish.

We would like all children to take pride in their school and their uniform and so ask that they make an extra effort to wear the correct shoes and jackets as well as the standard uniform.

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 school office 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 school office and they will be directed to a member of the Senior Leadership Team 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 school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with letters home to parents and for on-going breaches a follow up meeting with parents /carers.

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 board 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 board 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 annually. At every review, it will be approved by the Senior Leadership Team

7. Links to other policies

This policy is linked to our:

- › Behaviour policy
- › Equality information and objectives statement
- › Anti-bullying policy
- › Complaints policy