



St Joseph's Catholic Primary School

School Uniform Policy

Mission Statement

Our Mission is to live in the way Jesus wanted. He told us to "Love One Another as I have loved you"

We aim to fulfil our Mission by:

Living as a good news community, valuing all members equally.

With Jesus as a role model, developing in everyone a sense of self respect, belonging and respect for others.

Striving to enable all children to reach their full potential through a broad, balanced and inclusive curriculum.

Working together to achieve excellence in everything we do.

Developing strong home/school and parish links.

Ensuring the success of everyone involved in the school community, nurturing their individual talents and supporting their individual needs.

Having high expectations of everyone.

Nurturing the faith journey of everyone through meaningful prayer and liturgy.

Ensuring a calm and positive atmosphere in all areas of the school.

Statement of intent

St Joseph's Catholic Primary School believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

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, and is affordable and the best value for money for 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 such a way that sets an appropriate tone for education.

At St Joseph's Catholic Primary School, it is our policy that all children wear a uniform when attending school or when participating in school-organised events outside of normal school hours.

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

- Promotes a sense of pride in our school and develops a sense of community and belonging;
- Ensures that children of all races, religions and backgrounds feel welcome;
- Identifies children with our school when taking part in out-of-school educational activities and visits;
- Allows all children to feel equal to others in terms of appearance;
- Does not cause a distraction during the school day;
- Has a positive impact on the behaviour of children in school.

The DfE's non-statutory guidance on school uniforms (2024) supports these beliefs and strongly encourages schools to have a uniform. By allowing their child to attend St Joseph's Catholic Primary School, parents/carers are expected to support the school uniform policy.

It is the responsibility of the parent/carer to ensure that their child has the correct uniform, and that it is clean and in good repair. School advises that all items of uniform, PE kit and any other items (e.g. wellies, coats, bags) should be clearly marked with the child's name and class.

If a parent/carer would like to modify the school uniform policy for their child, for example on religious grounds, they should make representation to the Head Teacher. School will look sympathetically at such requests.

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 Procedure Policy
- Behaviour Policy
- Equality and Diversity Policy

Roles and Responsibilities

The governing 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 governing 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

Cost principles

The school will ensure that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents. 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.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform policy does 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 due to costs.
- 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 keeps variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum where possible to ensure that pupils can get the most wear out of their uniform possible 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 worn out quickly.
- 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 works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does 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 amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any protected characteristic very seriously. In line with this, 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. The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, 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.

Complaints and challenges

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

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome. In considering a complaint, parents should be aware that staff 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 behaviour policy. The school aims to deal with pupil non-compliance in a proportionate and fair way.

School uniform supplier

Our current school uniform supplier is:

Pinders Schoolwear
Old Town Hall
1 Howard Street
Rotherham
South Yorkshire
S65 1JQ

0114 2513275

Branded St Joseph's Catholic Primary School uniform (jumpers, shirts, bags, hats etc.) can also be purchased from Pinders School Wear online at <https://pindersschoolwear.com> but plain uniform without school logos are also acceptable.

The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples.

Uniform assistance

Throughout the year, school will hold uniform sales where families, for a small donation, can purchase good quality second hand uniform. However, if families are struggling to afford uniform, the school will hold second-hand school uniforms in the school office and access to these uniforms will be made available upon request made to the headteacher.

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

School uniform

The school uniform at St Joseph's Catholic Primary School is as follows:

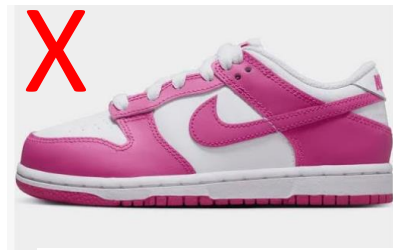
- Red sweater, jumper or cardigan – branded with school logo or plain;



- Grey or black trousers/skirt (shorts with no cargo pockets may be worn in the summer term);



- Alternatively, children may also wear red and white gingham summer dresses.
- White or red shirt/blouse or polo shirt
- **School shoes must be plain black**



Fashion boots, soft sole boots or sheepskin style boots are not acceptable.



Item	Optional or required	Branding	How to acquire
Red Jumper or Red Cardigan	Required	School logo on left-hand side (optional)	Branded sweatshirt and cardigan available from school supplier and second hand from school office. Red jumper or cardigan can be bought from regular retailers.
White Polo Shirt	Required	School logo on left-hand side (optional)	Branded polo shirt available from school supplier or plain available from regular retailers.
Grey or black trousers/skirt or grey or black pinafore dress	Required	No branding	Available second hand from school office and available from regular retailers.
Sensible, plain black shoes	Required	No branding	Available from regular retailers.
Team colour t-shirt (PE)	Required	No branding	Available from regular retailers.
Plain black shorts (PE)	Required	No branding	Available from regular retailers.
School book bag	Optional	School logo	Available from school supplier.
Red school fleece/coat (for outdoor wear only)	Optional	School logo on left-hand side	Branded coat and fleece available from school supplier.

PE Kit

On PE days, your child should come dressed in their school uniform with a change of PE in a separate bag.

Our school PE kit consists of

- Coloured t-shirt (your child has been allocated to a coloured team - red, blue, yellow or green)
- Black shorts or black jogging/tracksuit bottoms;
- Black zipped hooded top for colder weather;
- Pumps or trainers.

Jewellery

On health and safety grounds, we do not allow jewellery to be worn with the following exceptions:

- Small stud ear-rings in pierced ears *
- A watch (Smart watches are not allowed in school)
- Jewellery related to specific religious reasons (please inform the Headteacher in advance)
- Medical identification bracelets.

*School encourages that, if parents/carers wish to have their child's ears pierced, this should be done at the start of the summer holidays. Children must be able to remove earrings for PE or swimming lessons. For safeguarding reasons, staff cannot remove a child's earrings and children need to remove them themselves. If a child has just had their ears pierced and cannot remove their earrings for 6 weeks under advice for healing, then plasters need to be worn which are applied and removed by the parents. We cannot take responsibility for any items of jewellery that go missing in school.

Makeup

The school rules on makeup 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

Hairstyles

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, 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 considered 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 provide a health and safety risk. Long hair must be tied up during PE lessons.

The following hairstyles are not considered appropriate for school:

- Brightly-coloured, dyed hair
- Headwear with bold patterns or colours
- Excessive hair accessories such as Jojo bows

School bag

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

Non-uniform Days

Schools have a statutory duty to be politically impartial therefore children must not wear clothing with political or offensive writing or images. School reserve the right to ask children to cover up or remove any inappropriate clothing.

This includes, but is not limited to:

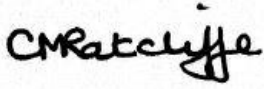
- Clothing which is revealing; for example, exposing bare midriffs;
- Flip-flops or backless footwear, due to health and safety issues;
- Clothing with offensive logos or text (e.g. swear words)

The usual School rules for Jewellery, hairstyles and make-up apply for non-uniform days.

Monitoring and review

The school uniform policy will be reviewed annually and parents will be provided with an annual reminder of school uniform through a leaflet. Parents and carers of new starters will also be provided with the school uniform policy and leaflet prior to their child starting at St Joseph's Catholic Primary School. Any changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.

Signed:

Handwritten signature in black ink, appearing to read "C. Ratcliffe".

Chair of Governors

Approved date: August 2024

Review date: August 2025