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# School Uniform Policy

St Joseph's is a **happy, welcoming community**, enriched by our **diversity**.

A place where we **love one another, love learning, love Jesus and love life**.

Date of Policy	Autumn Term 2024
Next Review	Autumn Term 2026

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## **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. All students are expected to wear school uniform at all times. We believe having a school uniform avoids competitive dressing and helps to set the tone of the school. Uniform is a key aspect of creating a purposeful learning environment to allow students to work and realise their full potential.

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.

## **1. Legal framework This policy has due regard to all relevant legislation including, but not limited to, the following:**

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021

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

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy

## **2. 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 and inclusive, and does not disadvantage any pupil by virtue 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 how best value for money has been achieved in the uniform policy.
- 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 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 top.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- 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 a more relaxed uniform policy for a period of time, including 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.

### **3. Cost principles**

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

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, 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 is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

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.

#### **4. Equality principles**

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

#### **5. 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.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

#### **6. School uniform supplier**

Our current school uniform supplier is:

- Little Gems
- 259 High Street West, Sunderland SR1 3DH
- 0191 5108186

#### **7. Non-compliance**

Staff members are permitted to discipline pupils for breaching this policy, in accordance with the school's Behaviour Policy.

The headteacher, or a person authorised by the headteacher, is permitted to ask a pupil to briefly go home to remedy breaches to the school's uniform.

When deciding whether to allow a pupil to return home, the school considers the pupil's age and vulnerability, the length of time it will take, and the availability of the pupil's parents.

Where a pupil has been sent home to rectify uniform breaches, the absence is recorded as 'authorised'.

If a pupil repeatedly breaches uniform rules, or takes longer than necessary to rectify the absence, the absence is counted as 'unauthorised'.

Parents will be notified in all cases.

## 8. School uniform

### Clothing

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
<b>Regular school uniform</b>				
<b>Nursery/Reception</b>				
<u>Purple sweatshirt or Purple cardigan</u>	<u>Required</u>	<u>School logo on right-hand side</u>	<u>Branded sweatshirt and cardigan available from school supplier</u>	<u>From £9.99</u>
<u>White polo shirt</u>	<u>Required</u>	<u>No branding</u>	<u>Available from school supplier</u>	<u>From £6.99</u>
<u>Purple school fleece</u>	<u>Optional</u>	<u>School logo on right-hand side</u>	<u>Available from school supplier</u>	<u>From £14.99</u>
<u>Purple showerproof/waterproof jacket/coat</u>	<u>Optional</u>	<u>School logo on right-hand side</u>	<u>Available from school supplier</u>	<u>From £16.99</u>
<u>Grey trousers or grey skirt</u>	<u>Required</u>	<u>No branding</u>	<u>Available from school supplier and available from regular retailers.</u>	<u>From £5.99</u>
<u>Black Plimsolls</u>	<u>Required</u>	<u>No branding</u>	<u>Available from school supplier and available from regular retailers.</u>	<u>£4.99</u>
<u>Sensible, plain black shoes</u>	<u>Required</u>	<u>No branding</u>	<u>Available from regular retailers.</u>	<u>N/A</u>
<b>Year 1 – Year 6</b>				
<u>Purple sweatshirt or Purple cardigan</u>	<u>Required</u>	<u>School logo on right-hand side</u>	<u>Branded sweatshirt and cardigan available from school supplier</u>	<u>From £9.99</u>
<u>White shirt</u>	<u>Required</u>	<u>No branding</u>	<u>Available from school supplier</u>	<u>From £12.99</u>

			<u>and available from regular retailers</u>	
<u>School Tie (elasticated for Years 1 and 2)</u>	<u>Required</u>	<u>School logo on right-hand side</u>	<u>Branded sweatshirt and cardigan available from school supplier</u>	<u>From £4.00</u>
<u>Purple school fleece</u>	<u>Optional</u>	<u>School logo on right-hand side</u>	<u>Available from school supplier</u>	<u>From £14.99</u>
<u>Purple showerproof/waterproof jacket/coat</u>	<u>Optional</u>	<u>School logo on right-hand side</u>	<u>Available from school supplier</u>	<u>From £16.99</u>
<u>Grey trousers or grey skirt</u>	<u>Required</u>	<u>No branding</u>	<u>Available from school supplier and available from regular retailers.</u>	<u>From £5.99</u>
<u>Black Plimsolls</u>	<u>Required</u>	<u>No branding</u>	<u>Available from school supplier and available from regular retailers.</u>	<u>£4.99</u>
<u>Sensible, plain black shoes</u>	<u>Required</u>	<u>No branding</u>	<u>Available from regular retailers.</u>	<u>N/A</u>
<b>PE kit – Reception to Year 6</b>				
<u>Plain white t-shirt</u>	<u>Required</u>	<u>No branding</u>	<u>Available from school supplier and available from regular retailers.</u>	<u>From £4.99</u>
<u>Plain black shorts</u>	<u>Required</u>	<u>No branding</u>	<u>Available from school supplier and available from regular retailers.</u>	<u>From £3.99</u>
<u>Plain black jogging bottoms</u>	<u>Required</u>	<u>No branding</u>	<u>Available from regular retailers</u>	
<b>Accessories</b>				
<u>School book bag</u>	<u>Required</u>	<u>School logo</u>	<u>Available from school supplier.</u>	<u>£5.99</u>
<u>Gym sack</u>	<u>Optional</u>	<u>School logo</u>	<u>Available from school supplier.</u>	<u>£3.99</u>
<u>Backpack</u>	<u>Optional</u>	<u>School logo</u>	<u>Available from school supplier.</u>	<u>£7.50</u>

We ask children to wear their polo t-shirt/shirts tucked into their skirts or trousers and to take a pride in their personal appearance.

Pupils who are wearing skirts must also wear grey socks or tights.

Plain black formal school shoes. Trainers are not considered suitable footwear except for PE



Skirts must be knee-length. Jeans or Jogging bottoms are not permitted.

Parents who do not wish to buy the optional branded PE kit must acquire a PE kit meeting the following criteria:

- Plain white T-shirt with no branding or logos from professional sports teams
- Plain black shorts with no branding or logos from professional sports teams

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

We ask that all uniform, coats, PE kits etc. are labelled with your child's name.

### **Jewellery**

In the interests of health and safety, the Governors' policy is that **NO jewellery**, including earrings, rings or necklaces are to be worn to school, except a wrist watch. If you wish to have your child's ears pierced, the Governors advise that you arrange this to be done at the beginning of the summer holidays so that the wounds are healed in time to avoid the wearing of sleepers when the child returns to school.

### **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.

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

The school encourages pupils to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

### **Hairstyles**

Hairstyles and haircuts which are deemed too extreme such as tramlines, shaved heads, extreme patterns/ v styles, or unnatural dyed colours are also forbidden. Hair should be no shorter than a shaver grade 2. We reserve the right to determine what is a reasonable style or colour of hair and insist that pupils with inappropriate hairstyles have them restyled or coloured. Pupils should not wear excessive hair accessories.

### **Makeup**

Makeup is not allowed for pupils.

Pupils who do not adhere to the school uniform policy will be treated in line within our published sanctions on our Behaviour Policy.

