



# **St Joseph's Catholic Primary School**

## **School Uniform Policy**

**Through our loving God**

**We follow in the footsteps of St Joseph**

**Who helps us to be gentle, caring and hardworking.**

**As we learn together, we love, value and welcome everyone.**

Date adopted: September 2026

Review date: September 2027

Policy owner: Headteacher

## **Introduction**

This policy sets out St Joseph's Catholic Primary School's approach to school uniform for all pupils (including pre-school) and provides guidance for staff, parents, carers and governors. It reflects statutory duties and best practice, including equality, safeguarding, cost and inclusion considerations. The policy supports the school's vision and values: to nurture every child's academic, social, moral and spiritual development in a Catholic environment rooted in Gospel values and in the spirit of St Joseph.

## **Policy purpose**

- Promote a sense of identity, belonging and equality among pupils.
- Support the school's ethos and high expectations of behaviour and presentation.
- Ensure that uniform is affordable, safe and reasonable for all families.
- Provide a consistent, clear approach for staff to apply fairly and proportionately.
- Be inclusive for pupils of all backgrounds, religions, gender identities and SEND needs.

## **Framework note**

St Joseph's follows the OFSTED inspection framework. This policy aligns with statutory duties and the DfE guidance on school uniform (including Developing school uniform policy, July 2026) and relevant equality, safeguarding and human rights legislation. When personalising this policy school leaders should ensure compliance with the 2025 OFSTED framework areas (Safeguarding; Inclusion; Curriculum and Teaching; Achievement; Attendance and Behaviour; Personal Development and Well-being; Early Years; Post-16 Provision; Leadership and Governance) where relevant.

## **Scope**

This policy applies to:

- All pupils in reception through Year 6.
- Pupils attending the school's Pre-School (2–4 years). (See section on age-appropriate uniform.)
- Staff, governors, parents and carers, volunteers, education visitors and partner providers while on school premises or representing the school.

## **Key principles and legal context**

- Governing boards decide school uniform policy. The school will keep the policy under regular review and actively consult with parents and pupils on significant changes (DfE guidance, 2026).
- The school will act in line with equality law (Equality Act 2010) and consider reasonable adaptations for pupils with protected characteristics.
- The school will consider affordability and avoid placing unreasonable financial burden on families; branded items will be kept to a minimum.
- Disputes should be managed through the school's complaints procedure and resolved locally where possible.
- The school will take a considerate approach when non-compliance may be due to financial hardship or other factors outside a pupil's control.
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## **Uniform at St Joseph's — summary**

### **Everyday uniform (Reception to Year 6):**

#### **Girls Summer Uniform**

- Burgundy Gingham Dress
- Grey V neck cardigan with logo
- Grey Blazer with logo
- White socks
- Black shoes (not open toed or slip on pumps, maximum heel height 2cm)
- Maroon Legionnaires hat (KS1)
- Maroon Base ball cap (KS2)
- Burgundy/Black hair clips/hair bands

#### **Girls Winter Uniform**

- Grey 'A' line plain or pleated skirt or pinafore dress
- White long sleeved blouse
- Grey V-neck cardigan with logo
- Grey Blazer with logo
- Red striped school tie
- Grey/Black tights or white knee length socks
- Navy/Black coat
- Black shoes (max heel 2 cm)
- Burgundy/Grey/Black hair bands and clip

*Year 6 girls can wear the winter uniform all year long.*

### **Boys Summer Uniform**

- White short sleeved shirt (not a polo shirt)
  - Grey V neck jumper with logo
  - Grey short trousers
  - Red striped school tie
  - Grey Blazer with logo
  - Grey socks
  - Black shoes (not trainers)
  - Maroon Legionnaires hat (KS1)
  - Maroon Base ball cap (KS2)
- Year 6 boys can wear trousers all year long.*

### **Boys Winter Uniform**

- White long sleeved shirt
- Grey V neck jumper with logo
- Grey long trousers
- Red striped school tie
- Grey Blazer with logo
- Grey/Black socks
- Black shoes

### **PE Uniform**

- Maroon PE Shorts
- Sky blue polo shirt
- Black slip-on plimsolls (no laces please)
- Drawstring PE bag –
- Maroon Hoodie with school name and logo (optional)
- Navy Leavers Hoodie – Year 6 only
- Navy crewneck sweatshirt
- Navy jogging bottoms
- Black/Navy trainers
- Black/Navy regulation swimsuit/trunks

### **School Bags**

- Reception & KS1 – Maroon St Joseph's School book bag (optional)
- KS2 – Black St Joseph's Backpack (optional)

**Pre-School (2–4years)**

- Practical, comfortable clothing suitable for play and learning (plain or school-colours preferred).
- School-branded sweatshirt or cardigan optional. Comfortable shoes that children can manage independently.
- Clearly labelled change of clothes for accidents.
- Note: Pre-school children are not required to wear formal school footwear but should have suitable outdoor shoes and wellies for outdoor learning.

**Forest School, School Trips, Residential and Non-Uniform Days**

Forest School – Casual clothing (no crop tops or cycling shorts) that can get dirty, wellington boots, waterproof coat or puddle suit.

School trips – If school uniform is not specified, comfortable clothing (no crop tops or cycling shorts)

Residential – A range of comfortable clothing appropriate for the activities and expected weather (no crop tops and fitted cycling shorts).

Non-School Uniform Days – Clothes of own choice (except crop tops and cycling shorts, no football tops).

**Religious, cultural and personal expression**

- Religious headwear (e.g., small plain headscarf) is permitted; colours should be plain and preferably in school colours where possible.
- Pupils are permitted to wear items necessary for religious reasons (e.g., small crucifix), provided they do not present a health or safety risk.
- The school is sensitive to hair styles, lengths, and cultural dress and will make reasonable adjustments when requested.

**Special educational needs, disability and medical needs**

- Flexibility and reasonable adjustments will be made for pupils with SEND and medical needs. Parents/carers should discuss adaptations with the Headteacher in advance.
- Examples: alternative fastenings for trousers, looser clothing, or permission to wear different footwear for sensory reasons.

## **Purchasing and cost considerations**

- Branded items kept to a minimum. Non-branded equivalents that meet the uniform specification are acceptable.
- Pre-Loved Uniform: The PTA runs/hosts regular uniform sales and a free uniform rail for families in need.
- Supplier arrangements: Where the school uses contracted suppliers, the governing board will ensure the supplier has a complaints process and that items are competitively priced.
- Financial support: Families experiencing hardship should contact the Headteacher discreetly; the school will signpost local support, uniform grants and will prioritise free uniform items from the school's stock.

## **Health, safety and seasonal adjustments**

- In hot weather, the school will adopt a sensible approach (e.g., allow shorts, PE kit or relax blazer rules) following DfE guidance and public-health alerts. Pupils should wear sunscreen and a hat for outdoor activities.
- In cold weather, pupils may wear additional layers such as plain thermal tops, coats and gloves. Trousers may be allowed instead of skirts if preferred.
- For pupils walking or cycling to school, high-visibility clothing or reflective strips are permitted and encouraged.
- All uniform items must be named and kept safe. The school will manage lost property centrally and return named items to pupils promptly.

## **Appearance expectations and prohibited items**

- No jewellery – this includes earrings, bracelets and necklaces.
- No nail varnish, false nails or extreme hair colours/styles that could be deemed disruptive.
- Tattoos (temporary or permanent) should not be visible.

## **Roles and responsibilities**

### **Governing Board**

- Approve and review the uniform policy.
- Ensure the policy complies with statutory duties and has due regard for equality, safeguarding and cost considerations.
- Oversee any contracts with uniform suppliers and ensure complaint processes exist.

### **Headteacher / Senior Leadership Team**

- Implement the uniform policy consistently and fairly across the school.
- Lead consultation with parents, pupils and staff on significant changes and ensure publication of the policy on the school website.
- Make decisions on reasonable adjustments and support families in need.
- Monitor uniform compliance and the impact on attendance and wellbeing.

### **Class teachers and support staff**

- Promote and encourage the wearing of the uniform and model standards of appearance.
- Monitor uniform compliance and speak with parents when there is non compliance.
- Apply the policy fairly and sensitively, considering SEND or safeguarding concerns.
- Report uniform-related issues (e.g., bullying) to the Headteacher.

### **Parents and carers**

- Ensure their child arrives at school appropriately dressed and in clean, safe uniform.
- Label all items with the child's name.
- Inform the school if financial hardship or other circumstances affect compliance; cooperate with reasonable arrangements.
- Support the school's efforts to maintain high standards of presentation.

### **Pupils**

- Wear the uniform with pride and adhere to appearance expectations.
- Look after their belongings and take responsibility for named items.

### **Implementation and enforcement**

- The policy will be published on the school website and clearly signposted to parents (including prospective parents).
- Staff will use a considered and proportionate approach to manage non-compliance, following the school behaviour policy.
- Before sanctions are applied, staff will establish whether non-compliance is due to factors outside the pupil's control (financial hardship, cultural, religious, medical or SEND issues).  
Persistent non-compliance will be escalated in line with the behaviour policy; any suspension related to uniform would follow statutory suspension guidance and processes.

### **Consultation and change management**

- The governing body will actively engage parents and pupils when creating or making significant changes to the policy, and will take views into account.

### **Equality, inclusion and reasonable adjustments**

- The school will consider the needs of pupils with protected characteristics (Equality Act 2010) and make reasonable adjustments.
- Schools may set different requirements for boys and girls, but must avoid policies that unfairly disadvantage one sex or make one gender's uniform significantly more expensive.
- The school will permit gender-neutral options for uniform and allow pupils to choose from a range of items (e.g., trousers or skirts) to reduce gender stereotyping.

### **Safeguarding considerations**

- The school will ensure uniform rules do not undermine pupils' welfare or ability to report concerns.
- Name labels and lost property processes will be managed securely to protect pupil data.
- High-visibility clothing and safe footwear guidance will support pupils who walk or cycle.

### **Attendance and uniform**

- The school recognises that lack of correct uniform can contribute to poor attendance or bullying.
- Short-term adjustments may be made to support attendance (e.g., allowing pupil to wear PE kit if uniform unavailable).
- The school will proactively support families where uniform issues affect attendance.

### **Complaints and dispute resolution**

- Parents should use the school's complaints procedure for disputes about uniform.
- Where complaints relate to a pupil's protected characteristic, governing boards will carefully consider requests to vary the uniform.
- If the school has a supplier contract, the governing board will ensure the supplier has a complaints process for supply and quality issues.

### **Monitoring, evaluation and review**

- The policy will be reviewed at least annually by the governing board and Headteacher.
- Review will take into account: feedback from parents and pupils, cost and supplier issues, equality impacts, attendance data, behaviour incidents related to uniform and OFSTED findings.
- The school will publish changes and explain reasons to the parent body.

**Record keeping and documentation**

- Records of reasonable adjustment requests, consultations and complaints related to uniform will be maintained confidentially.
- Uniform items provided by the school (for financial hardship) will be logged and tracked.