

St. Joseph's R.C. Primary School

School Uniform Policy



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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 Headteacher or Head of School, 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; for example, by only asking that only the school bags used by children have the St. Joseph's logo.
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties or school bags.
- 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 – it should be recognised that at St. Joseph's second hand uniform can be donated and requested at any time, however there will be (at minimum) half-termly events where second-hand items will be made available to parents/ carers at a notional and voluntary cost.
- 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

Please note that in this section, any items with an* are branded and expected. All other items are generic, with specific colours noted as guidance.

Winter (Autumn/ Spring Terms) Uniform:

Light Blue Shirt
School Tie*
Grey Trousers
Grey Jumper (V-neck)
Black Shoes (not trainers)
Grey Socks
Navy Jacket/ Winter Coat

Navy Winter Hat

Light Blue Shirt

School Tie*

Navy Skirt/pinafore/culottes

Navy Cardigan

Black Shoes (not trainers)

Navy Tights/Socks

Navy Jacket/ Winter Coat

Navy Winter Hat

Summer (Summer Term) Uniform:

Light Blue Polo Shirt

Grey Trousers Short/Long

Grey Socks

Black Shoes (not trainers)

Navy Jacket

Navy Summer Cap

Light Blue Check School Dress/ Culottes-style Dress.

Navy Cardigan

Navy/ White Socks/Tights

Black Shoes (not trainers)

Navy Jacket

Navy Summer Cap

Additional Uniform:

In addition to the above, all children must have the following (all these items are available from the school):

PE Kit:

Light Blue T-shirt

Black Shorts

Navy Blue Track Suit

School P.E. Kit Bag*

Trainers/Plimsolls

Swimming Kit:

In year groups where this is applicable, there is no specific "School Uniform" expectation, however children would be expected to have appropriate swimwear and changing items such as a towel, goggles and swimming kit bag separate to their typical PE Kit Bag.

Additional:

EYFS/ KS1:

School Book Bag* (Satchel Style)
PE Kit Bag* (Rucksack Style)
Blue Cap School Water Bottle

KS2:

School Book Bag* (Rucksack Style – repurposed from KS1 Bag)
PE Kit Bag* (Holdall Style)
Blue Cap School Water Bottle

Hair Styles:

St. Joseph's requires that long hair is tied back appropriately. St. Joseph's requires that the accessories used to do so are in keeping with the school's general uniform colour scheme, namely; Navy/ Light Blue, Grey, Black, Claret/ Gold Stripe and are purposeful as opposed to simply decorative. St. Joseph's will allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable.

Jewellery:

St. Joseph's requires that children wear no jewellery as a matter of school policy, informed by health and safety best practice, both for the wearer and the wider school community – specifically no necklaces or earrings/ studs. St. Joseph's recognises that for certain religious reasons, families may wish to discuss exceptions to the necklaces and should feel that they can get in touch with the Headteacher or Head of School, who can answer questions about the policy and respond to any requests.

Watches may be worn, however these may not be "Smart Watches" of any kind or brand due to their ability to be linked to mobile phones/ wider networks. This is in keeping with the school's wider policy on mobile devices.

4.2 Where to purchase it

Branded/ Non- Branded Items:

The "Uniform in School" Link below details the available uniform items that can be purchased in person at the school office, although it should be noted that stock levels vary throughout the year and so cannot be guaranteed.

- [Uniform in School](#)

Any branded or other items of our school uniform can be ordered online at:

- <https://www.yourschooluniform.com/schools/index/st-josephs-014b-r-c-primary-school-20988>

Further, all other items of uniform as detailed above in section 4.1 have been detailed to be widely available from a variety of high-street and online retailers of school uniform.

Second-hand Items:

St. Joseph's will continue to welcome donations of all uniform items at any time in the school year at the St. Joseph's Office. We do ask that any who wish to donate;

- Ensure that it is in good condition
- Ensure that it has been washed
- Remove or erase any previous names (as far as is possible)

St. Joseph's will endeavour to assist all parents/ carers who need items of second-hand uniform upon enquiry at the school office at any time during the academic year. Further, St. Joseph's a wider opportunity to parents will be available at a minimum of once per half term throughout the year at school events such as (but not limited to) target setting evenings, parents evenings, coffee-mornings etc.

Further assistance may be available from the Southwark Local Offer, details of which can be found via the link below.

- <https://www.southwark.gov.uk/schools-and-education/information-for-parents/financial-support/clothing-grants>

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 Headteacher or Head of School 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 Headteacher or Head of School 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 by Headteacher or Head of School. 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 body 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 in September 2023 and then every two by the governing body.

7. Links to other policies

This policy is linked to our:

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