

St. Joseph's R.C. Primary School



Uniform Policy

January 2026

Review: January 2029

“Treat others as you wish to be treated”

Policy Review

This policy will be reviewed in full by the Governing Body every three years.

The policy was last reviewed and agreed by the Governing Body in January 2026.

It is due for review in January 2029.

Hayley Francis

Date: January 2026



Head Teacher

Lindsay Wise



Chair of Governors

Date: January 2026

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 socio-economic circumstances.

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 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.

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.

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 (Update October 2025)

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

- [DfE \(October 2025\) Cost of school uniforms](#)
- [DfE \(March 2022\) 'School Admissions Code'](#)
- [DfE \(November 2025\) School uniforms](#)

This policy operates in conjunction with the following school policies:

- Complaints 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.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.

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.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- 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.
- Looked After Children and Previously Looked After Children.

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 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, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible.

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.

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.

The school will work to ensure that school uniforms' 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.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who have protected characteristics.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

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.

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 will work 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 medical, social and cultural circumstances.

6. School uniform supplier

The school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements.

Our current school uniform suppliers are Club Sport – Hereford, School Trends – online and Black Mountain – Ross on Wye

The headteacher ensures 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.

Where the school is proposing to change suppliers, it will reach out to suppliers by October in the determination year.

7. Uniform assistance

The school supports vulnerable families in meeting the costs of uniforms and when necessary. The school will hold second-hand school uniforms regularly for parents to access. Access to these uniforms will be made available upon request made to the headteacher. Parents will be invited to donate their child's uniform when they no longer need it.

8. Non-compliance

Staff will contact parents when there are uniform breaches. Parents will be given a period of time to rectify the issue. Pupils will be reminded verbally the items that are permitted as school uniform.

9. School uniform

The school uniform is as follows:

Boys winter uniform

Navy sweater/cardigan with school logo
White collared cotton shirt long or short sleeved
Grey trousers
Black indoor shoes

Boys summer uniform

Navy sweater/cardigan with school logo
White collared cotton shirt long or short sleeved
Grey shorts
Black indoor shoes

Girls winter uniform

Navy sweater /cardigan with school logo
White collared cotton shirt long or short sleeved
Navy pinafore for Reception, year 1 and 2
Navy skirt for years 3 – 6
Navy socks or tights
Black indoor shoes

Girls summer uniform

Light blue cardigan with
school logo
Blue gingham dress

PE Kit - Boys & Girls

Light Blue polo shirt with school logo
Navy shorts
Navy jogging bottoms with trainers
Navy sweatshirt with logo

10. Jewellery

Permitted jewellery that may be worn is:

One pair of stud earrings – no other piercings are permitted.

A sensible wristwatch from year 2 upwards

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons.

11. Extreme haircuts/colour

The school does not permit pupils to have 'extreme' haircuts that could serve as a distraction to other pupils. Hairstyles and haircuts which are deemed too extreme such as tramlines, stars, shaved heads (No shorter than a number 2), extreme patterns 'V' styles, Mohican cuts, or dyed, tipped or dipped hair are also not permitted. Pupils with long hair should also tie it back for safety reasons.

Furthermore, pupils may not dye their hair in unnatural colours. The interpretation of 'unnatural' is as follows: a colour that is not found within the natural hair colour spectrum, i.e., a bright, extreme or vivid colour, or a combination of colours that is easily visible or stark in contrast.

12. Make up

Pupils are not allowed to wear make -up, fake nails or fake eyelashes. Pupils may wear a neutral lip balm to prevent chapping or if they have sore lips.

13. Labelling and lost property

Parents will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and year group. Any lost clothing will be taken to the school office. All lost property will be retained for one term and will be disposed of, if not collected within this time.

14. Monitoring and review

This policy will be reviewed every three years by the Full Governing Body. The next scheduled review date for this policy is January 2029.

Any changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.