



**Bishop  
Hogarth**

Catholic Education Trust

# **SCHOOL UNIFORM POLICY**

## **ST JOSEPH'S CATHOLIC PRIMARY SCHOOL BILLINGHAM**

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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.

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.

## 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

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 Local Governing Committee is responsible for:

- Establishing, in consultation with the headteacher and school community a 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.
- 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.

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.
- 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 and presentable.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless an exemption has been granted.

### **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.

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 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, e.g. by offering sew- or iron-on logo badges for jumpers that can be bought at retailers instead of requiring special branded jumpers.

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.

#### **4. Equality Principles**

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully seriously, and aims to ensure that the uniform policy is as inclusive as possible.

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 detailed in **Section 3**.

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.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the headteacher.

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 maybe permitted where possible.

#### **5. Complaints and Challenges**

The school endeavours to resolve all uniform complaints informally, in accordance with the Trust's Complaints Policy.

## **6. School Uniform Supplier**

Our current school uniform supplier is:

: Our current school uniform supplier is  
Michael Sehgal & Sons Ltd  
UNIT 17, Airport Industrial Estate, Kingston Park Ave,  
Newcastle upon Tyne NE3 2EF  
Phone: 0191 230 2320  
sales@michaelsehgal.co.uk

The Local Governing Committee will ensure that a written contract is in place with the supplier for branded items.

The school will tender the uniform contract every three years, whether changes to the uniform are made or not, in line with the Trust's Finance Policy. 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.

## **7. Uniform Assistance**

Where we can the school supports vulnerable families in supporting with the costs of uniforms. If your child is eligible for FSM and you require assistance, please contact school.

At present the school provides all Reception and new starter pupils with a Book Bag and jumper/cardigan.

The school holds pre-loved articles of school uniform for parents to access. Parents are invited to donate items of school uniform which they do no longer need and are still in reasonable condition. These items will be sold twice yearly, at £1 per item, at the end of the Autumn Term and Spring Term.

## **8. 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.

## 9. School Uniform

### Clothing

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire
<b>Regular school uniform</b>			
Red Sweatshirt or Red Cardigan with Logo	Required	School logo on right-hand side	Branded sweatshirt and cardigan available from school supplier
Grey Sweatshirt or Cardigan with Logo (Year 6 )	Required	School logo on right-hand side	Branded sweatshirt and cardigan available from school supplier
White Polo Shirt	Required	No branding or School logo on right-hand side (School Supplier)	Available from school supplier or regular retailers.
White School Shirt (Year 6)	Optional	No branding	Available from regular retailers
Red Shower Jacket	Optional	School logo on right-hand side	Available from school supplier
Red Winter Storm Jacket	Optional	School logo on right-hand side	Available from school supplier
Red Fleece Jacket	Optional	School logo on right-hand side	Available from school supplier
Grey or Black Trousers or Grey Skirt	Required	No branding	Available from school supplier or regular retailers
Sensible, Plain Black Shoes or Plain Black Trainers	Required	No branding	Available from regular retailers

<b>PE Kit</b>			
Plain White Round Neck T-shirt	Required	No branding or School logo on right-hand side (School Supplier)	Available from school supplier or regular retailers
Plain Black Shorts	Required	No Branding	Available from school supplier or regular retailers
Black and Red Tracksuit Top or Plain Black Tracksuit Top (without hood)	Required	School logo on right-hand side (School Supplier) or No branding	Available from school supplier or regular retailers
Black and Red Tracksuit Bottoms or Plain Black Tracksuit Bottoms	Required	School logo on right-hand side (School Supplier) or No branding	Available from school supplier or regular retailers
<b>Accessories</b>			
School book bag	Required	School logo	Supplied by school when starting school and available from school supplier
Black, grey or white socks/tights	Required	No branding	Available from regular retailers
School Ties (Year 6)	Optional	No branding	Available from school office

Logo embroidery is also available at :

- **Caswellsgroup**  
01642 379600  
[sales@caswellsgroup.com](mailto:sales@caswellsgroup.com)
- **Logo £3+VAT/Logo and initials £3.50+VAT**

Shorts or suitable red checked school summer dresses can be worn in the summer.

We believe it is dangerous for pupils to wear shoes that have platform soles or high heels, so we do not allow them to be worn.

Skirts must be knee-length and jeans and leggings are not permitted.

The children will wear their PE kits on the days they have PE. This reduces any disruption caused whilst changing and maximises the time the pupils have for learning and exercise.

## **Jewellery**

Permitted jewellery that may be worn is:

- A smart and sensible wrist watch

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.

## **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.

Long hair is expected to be tied back.

The following hairstyles are not considered appropriate for school:

- Brightly-coloured, dyed hair.
- Headwear with bold patterns or colours.
- Excessive hair accessories.

## **Makeup**

The school rules on makeup are as follows:

- No nail varnish or make up to be worn
- Temporary tattoos are not permitted

Pupils wearing makeup are required to remove it or, if appropriate, will be sent home to remove it.

## **10. Adverse weather**

During adverse winter weather boots can be worn for school with a change of footwear required for inside school. During hot weather, pupils can wear sun caps and Year 6 will not be expected to wear their ties.

## **11. Labelling**

All pupils' clothing and footwear is clearly labelled with their name.

Any lost clothing is to be taken to the lost property box and if not collected, will be sold during the twice annual 'pre-loved' sales.

## **12. Monitoring and Review**

This policy is reviewed every three years by the Local Governing Committee.