



**St Joseph the Worker
Catholic Primary School**



**School Uniform
Policy**

Mission Statement

*With Jesus
We learn,
We care,
We listen
We share
so that He might be seen in the people that we are
and the things that we do.*

Date of Policy: Summer 2026

Ratified by governors: Summer 2026

Date of Review: Summer 2027

Introduction

Our school uniform is a significant part of life at St Joseph the Worker Catholic Primary School. It plays an important role in promoting who we are, giving us a sense of pride, self-confidence, and a feeling of belonging to our school community.

In its non-statutory guidance on School Uniforms, updated in April 2024, the Department for Education (DfE) states:

We strongly encourage schools to have a uniform, as it can play a key role in:

- *promoting the ethos of a school,*
- *providing a sense of belonging and identity,*
- *setting an appropriate tone for education.*

It is our school policy that all children wear school uniform when attending school, or when participating in school-organised events outside normal school hours. Some items of uniform can be bought at the School Uniform shops, [Red Oak Wear](#) or [Smarty Pants](#), whilst others are easily available, at very competitive prices, at local shops and supermarkets. A complete list of the items needed for school uniform including those for Physical Education, can be found in this policy.

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,
- Help to create a sense of community and belonging to the school,
- Identify the pupils with the school,
- Support our commitment to inclusion.

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, belief or disability and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniforms 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 school office, who can answer questions about the policy and respond to any requests.

Limiting the cost of school uniform

In accordance with DfE Statutory Guidance on the cost of school uniforms and also the values and culture of our school, this policy reflects the importance of value for money, but also environmental sustainability.

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 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 items with distinctive characteristics where possible for example, by only asking that the jumper and school tracksuit feature the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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
- Limiting the number of optional branded items to three, so that the school's uniform can act as a social leveller
- Avoiding different uniform requirements for different groups such as PE kit colours
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling 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
- 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.

Expectations for school uniform

Our school's uniform:

- Promotes a sense of pride in our school
- Helps to create a sense of community, identity and belonging

- Sets the appropriate tone for education
- Supports the school's commitment to inclusion
- Reduces the pressure to wear the latest fashions or other expensive clothes
- Is considered to be good value for money

Badged items of uniform (jumper/cardigan; T-shirt for P.E and Junior tracksuit) are available from Red Oak Wear in Basildon and Smartypants Schoolwear. Other items are available at competitive prices, at local shops including supermarkets. Swimming hats, bags and ties are available from the school office.

Uniform A School tie
 White shirt
 School pullover or cardigan with badge
 Dark grey trousers or shorts
 Grey socks
 Black shoes (black laces where applicable)

Uniform B School tie
 White blouse
 School pullover or cardigan with badge
 Grey skirt or pinafore/ green and white checked dress in summer
 Plain white socks or black, green or grey tights in winter
 Black shoes (black laces where applicable)

Summer White shirt with school tie **or** white polo shirt (no tie needed)
 Dark grey shorts or skirt
 Grey socks (white with a skirt)
 Black shoes
 OR
 Green and white school dress
 White socks
 Black shoes

P.E. Uniform

School T-Shirt, white shorts and trainers are required for P.E.
 KS2 children require a green school tracksuit
 Black swimsuit (Years 3 to 5)
 Black or green swim hat

NB Parents of Infant children are asked to provide a green or black tracksuit for PE – this does not have to be a school tracksuit at this stage but parents are welcome to purchase a school tracksuit if they prefer.

Other uniform requirements:

No earrings or jewellery should be worn at any time.

Hair should be tied back with either a black, green or white hair band/scrunchie. Hair may not have pictures, symbols, logos or shapes cut into short styles. They may not have highlights or hair products (e.g. gel) in their hair at any time.

The school runs a scheme, The Thrift Shop, to ensure that second-hand uniform (donated by other parents) is advertised to parents and distributed to parents free of charge. The recycled

uniform scheme can benefit all parents reducing uniform costs and is also more sustainable, extending the life of the garment.

Where to purchase uniform:

Uniform can be purchased from either:

Smarty Pants

Unit 1 Chancery Gate, Tallon Rd, Hutton, Brentwood CM13 1TE
01277 363275

Or

Red Oak Wear

4 Buckwins Square, Burnt Mills Industrial Estate, Basildon SS13 1BJ
01268 725630

Expectations for our school community

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), unless otherwise instructed by the school.

Pupils are also expected to contact the school office if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 the school office 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
- Where the school has in place a contract with a specific supplier, the governing body will ensure that the supplier has an agreed procedure to deal with complaints about the supply and quality of uniforms.

The school will work closely with parents to arrive at a mutually acceptable outcome.

Staff

Staff will closely monitor pupils to make sure they are wearing the 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 does not improve.

Ongoing breaches of our uniform policy will be dealt with by the headteacher.

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.

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, affordable and safe for all pupils

The governing body 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.

Links to other policies

This policy is linked to our:

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