St Joseph's College

Uniform Policy

THIS POLICY LINKS WITH:

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

Date of Creation:	February 2026
Next Review Date:	February 2028
Policy Available for Staff at:	Teams
Policy Available for Parents at:	School Office/Website
Uniform Lead:	Mrs C Cirino
Headteacher:	Mrs C Slattery
Governing Body Committee	Standards and Support

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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- Give all alternatives for pupils so that they are able to wear the uniform they feel 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 pupils to wear headscarves for religious purposes.
- Allow pupils to wear other religious garments at the discretion of the headteacher.
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs at the discretion of the headteacher.

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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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'/carers' 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 to a maximum of four items per student. These are limited to a St Joseph's College blazer, key stage tie, school trousers/skirt and one item of PE kit.
- Considering cheaper alternatives to other items of uniform, such as 'plain' jumpers or items of PE kit.

- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler.
- Making sure that arrangements are in place for parents/carers to acquire preloved uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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

4.1.1 **GIRLS' UNIFORM YEARS 7 – 11 (AGES 11-16) KEYSTAGE 3 and 4**

Blazer	School blazer as supplied by one of our three uniform stockists.
Shirt	White, non-patterned, plain style (not casual). A plain white T-shirt or vest may be worn under the blouse. Coloured or patterned T-shirts are not allowed.
Tie	Key Stage 3 (Years 7-9) School House tie Key Stage 4 (Years 10-11) School tie Unless the permission of the Headteacher has been given for an alternative tie - e.g. County Sports tie. Top buttons and ties must be properly done up.
Skirt	Grey viscose / polyester as supplied by one of our three uniform stockists. **It must come to the <u>bottom</u> of the knee.** The skirt should have a front vent.
Trousers	Grey trousers as supplied by one of our three uniform stockists. Trousers are identified by a red ribbon on the waist pocket. Girls may also wear the trousers from the boys' uniform.
Jumper	If worn, must be a plain (non-branded) fine-knit v-neck, black pullover.
Tights/Socks	Key Stage 3 (Years 7-9) Winter – black, non-patterned tights. Summer – white ankle socks Key Stage 4 (Years 10-11) Winter - black tights. Summer - flesh or black, none patterned, tights.
Shoes	Plain, black leather or leather type, lace up or slip-ons, not suede. Heels **must not exceed 5cm and should not be narrow**. Laces must be black.

	Boots may not be worn. Trainers may be worn at lunchtimes only.
Top Coat	If worn, the coat must be long enough to cover the blazer.
Scarf	May be of any pattern or colour. No football/sports scarves. Hijab must be plain black (or plain white in hot weather if preferred).
Hair	Hair should be conventionally cut and well-groomed. If it is longer than collar length it must be neatly tied back and all hair must be away from the face. Hair bands, slides, etc. must be red, black or brown. No fashion accessories are allowed. Students who wear braids or weaves must ensure these are of their natural hair colour — for most students. **Hair must not be artificially coloured.**
Jewellery	With the exception of one small stud in each lobe, no jewellery may be worn e.g. no rings, earrings, necklaces, wristbands or retainers. Watches may be worn but NO web enabled watches.
Make-up	Make-up (including false eye lashes) or nail varnish (including false nails) must not be worn.
PE / Games	St Joseph's College black / red Falcon shirt (initial and surname on LHS) A full plain black games' skort with no logos. Hockey socks (black with red tops) Trainers (predominantly white) Black hooded top - plain black hooded top with no logos or zips Tracksuit trousers - plain black tracksuit trousers with no logos. No jersey fabric. Zipped ankle.

4.1.12 **BOYS' UNIFORM YEARS 7 – 11 (AGES 11-16) KEYSTAGE 3 and 4**

Blazer	School blazer as supplied by one of our three uniform stockists.
Shirt	White, non-patterned, plain style (not casual). A plain white T-shirt or vest may be worn under the shirt. Coloured or patterned T-shirts are not allowed.
Tie	Key Stage 3 (Years 7-9) School House tie Key Stage 4 (Years 10-11) School tie

	Unless the permission of the Headteacher has been given for an alternative tie - e.g. County Sports tie. Top buttons and ties must be properly done up.
Trousers	Grey trousers as supplied by one of our three uniform stockists. Trousers are identified by a red ribbon on the waist pocket.
Jumper	If worn, must be a plain (non-branded) fine-knit v-neck, black pullover.
Socks	Grey or black. White or patterned socks must not be worn.
Shoes	Plain, black leather or leather type, lace up or slip-ons, not suede. No trainer type Velcro shoes. Laces must be black. Boots may not be worn. Trainers may be worn at lunchtimes only.
Top Coat	If worn, the coat must be long enough to cover the blazer.
Scarf	May be of any pattern or colour. No football/sports scarves.
Facial Hair	Students must be clean-shaven.
Hair	Hair should be smart, neat, well-groomed and with no extreme contrasts in length. Long hair must be tied back with red, brown or black hair bands. Patterns and lines are not acceptable. There should be no skin fades and hair must not be shaved at a 0 grading. Students who wear braids or weaves must ensure these are of their natural hair colour — for most students. **Hair must not be artificially coloured.**
Jewellery	With the exception of one small stud in each lobe, no jewellery may be worn e.g. no rings, earrings, necklaces, wristbands or retainers. Watches may be worn but NO web enabled watches.
PE / Games	Long sleeved St Joseph's College rugby shirt; reversible black/red Plain black non-branded rugby shorts Rugby socks (black with red tops)

	Rugby / Football boots A plain red, short-sleeve polo shirt Tracksuit trousers - plain black tracksuit trousers with no logos. No jersey fabric. Zipped ankle. White socks + trainers (predominantly white)

4.1.12 **SIXTH FORM (AGES 16-19) KEYSTAGE 5**

Suit	Students must wear a **plain** conventional tailored black suit (no pinstripes). It should be a matching jacket and trousers/skirt. Skirts **must** reach the top of the knee. **Full length** trouser suits may be worn.
Shirt/Blouse	Plain white shirt or blouse with a collar. Short or long sleeves.
Tie	Male students **must** wear a sixth form tie (available from one of our three uniform stockists).
Jumper	An optional, plain v-neck black jumper (to reveal tie). Jumpers **must not** be zip-up or hooded tops. No cardigans. No logos.
Shoes	Black shoes that are simple and formal. Trainers **must not** be worn outside of games activities.
Coats	Outdoor coats may be of any colour but they must be smart. Coats **must not** be worn indoors. No denim or leather coats permitted.
Hair	Hair must be smart, well presented and look like that of a young professional. There should be **no obvious, unnatural colours** and highlights must be discreet. Students who wear braids or weaves must ensure these are of their natural hair colour — for most students. Hair should not be shaved at a zero grading.
Facial Hair	Students may keep a neat beard.
Make-up	Discreet make-up may be worn. No eyelash extensions.
Scarves	May be of any pattern or colour. No football/sports scarves. Winter scarves must not be worn indoors. Hijab must be plain black (or plain white in hot weather if preferred).
Jewellery	Only plain, simple and discreet jewellery is allowed.
Belts	No fashion belts permitted.
Piercings	**No facial piercings are permitted**. Only one pair of discreet earrings can be worn in the ear lobes (i.e. no bars, stretchers, plugs or retainers).

4.2 Where to purchase it

- Parents and carers can obtain branded uniform from any of our three uniform stockists:
    - SMART Uniform (Newcastle)
    - Clive Mark Schoolwear
    - National Schoolwear.
- The school has ensured that all other items specified in the above list are available from a wide range of stockists including high street stores/supermarkets and online retailers.
- The school also runs a preloved uniform shop that is resourced from the donations of students and their families. As this is based on donations, the school may not have every item available in every size. Requests and enquiries for preloved uniform can be sent to uniform@stjosephsmail.com

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)

Parents are expected to contact the 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/carers are also expected to contact their child's head of year if they want to request an amendment to the uniform policy in relation to their child's protected characteristics. These changes will be at the headteacher's discretion.

Parents/carers 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/carers 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 a pupil's head of year in the first instance. Further breaches will then be escalated to the head of key stage and to the deputy 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.

5.4 Governors

The governing board 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/carers 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.

6. Monitoring arrangements

This policy will be reviewed every two years. At every review, it will be approved by the full governing board/standards committee.