



OUR LADY AND ST JOSEPH CATHOLIC PRIMARY SCHOOL

UNIFORM POLICY

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Approved by: Governing Body
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1. Aims

This policy aims to:

- set out our approach to a smart, practical, safe and affordable school uniform that supports pupils' sense of belonging to the school community;
- ensure that uniform requirements provide best value for money for parents and carers;
- explain how the school will avoid unlawful discrimination and consider reasonable adjustments in line with the Equality Act 2010; and
- clarify the uniform expectations for pupils, parents/carers, staff and governors.

The school recognises that uniform can help promote a shared identity, but it must never create an unnecessary financial barrier to education or prevent a pupil from participating fully in school life.

2. Legal duties, equality and inclusion

The school will comply with the Equality Act 2010 and its Public Sector Equality Duty. In developing and applying this policy, the school will have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

The school will not unlawfully discriminate on grounds including disability, sex, race, religion or belief, gender reassignment, pregnancy and maternity, or sexual orientation.

The school will:

- provide a uniform list that does not require pupils to wear different items because of their sex or gender;
- ensure that equivalent uniform options are available at the same cost wherever possible;
- make reasonable adjustments for disability, medical needs and sensory needs;
- consider requests for adaptations connected with religion, belief, race, culture, gender identity or other protected characteristics promptly, respectfully and individually;

- permit religious and cultural dress and symbols, including headscarves, turbans, patkas and other head coverings, subject only to proportionate safety requirements;
- permit natural and protective hairstyles, including Afro-textured hair, braids, plaits, cornrows, locs and twists; and
- ensure pupils are not treated less favourably because they need a reasonable adjustment or adaptation.

Parents/carers or pupils who wish to discuss an adjustment should contact the Headteacher or School Business Manager. The school will seek to agree a practical and inclusive solution without delay. The school will not require a parent or pupil to disclose more personal information than is necessary to consider the request.

3. Affordability and branded items

The governing body will have regard to the Department for Education's statutory guidance on the cost of school uniforms.

From 1 September 2026, the school will not require a primary pupil to have more than three different branded items of uniform in a school year. This includes branded clothing, PE items, bags and items with a distinctive design, colour or fabric that can be obtained only from particular suppliers.

To keep uniform affordable, the school will:

- keep compulsory branded items to an absolute minimum;
- require no more than two branded uniform items: the OLSJ jumper and OLSJ tie;
- make all PE kit non-branded;
- make the OLSJ book bag optional, with any suitable plain bag acceptable;
- allow parents/carers to buy all non-logo items from any retailer, including supermarkets and second-hand outlets;
- ensure optional items are never treated as compulsory;

- avoid requiring particular brands of shoes, coats, bags or trainers;
- maintain a second-hand uniform bank and provide good-quality second-hand uniform free of charge where stock is available;
- avoid frequent changes to colour, design or specification; and
- consult parents/carers and pupils before significant changes to uniform requirements and give reasonable notice of any agreed changes.

Any arrangement with a uniform supplier will be subject to appropriate value-for-money and procurement arrangements. Where there is a sole supplier or restricted supplier arrangement, the school will conduct a competitive tendering process at least every five years, or sooner if required by the school's financial procedures or procurement rules.

4. Uniform requirements

4.1 Nursery

Nursery pupils should wear:

- navy jogging bottoms or navy shorts in summer;
- a pale-blue polo shirt;
- a navy OLSJ logo sweatshirt;
- practical footwear that the child can manage independently. Velcro-fastened shoes are strongly recommended.

4.2 Reception to Year 6

Pupils should wear:

- a navy OLSJ logo V-neck jumper;
- a short- or long-sleeved plain white shirt;
- an OLSJ school tie. An elasticated tie may be worn in Reception and Year 1;

- plain dark-grey, straight-leg long trousers, knee-length skirt or knee-length pinafore. Combat styles and turn-ups should not be worn;
- plain grey, white or black socks, or plain grey tights; and
- plain black shoes. Plain black trainer-style shoes may be worn, provided they do not have prominent logos, coloured tabs, lights, toys or decorations.

Pupils may wear a plain dark-coloured waterproof coat with a hood. Coats do not need to be branded.

Pupils may use an OLSJ logo bag, but this is optional. Any suitable plain bag that safely carries the pupil's belongings may be used.

4.3 Summer options

In warmer weather, pupils may wear:

- a plain white polo shirt; an OLSJ logo is optional;
- plain dark-grey shorts without turn-ups or combat-style pockets;
- a dark-blue checked dress or dark-blue checked culottes; or
- the Reception to Year 6 uniform set out above.

The checked dress and culottes are optional. Pupils will not be required to purchase them, and a pupil may wear the standard non-branded uniform instead.

Flip-flops and jelly shoes are not suitable for school and should not be worn.

4.4 PE kit

Pupils should wear:

- a plain pale-blue polo shirt;
- plain navy-blue shorts;
- black plimsolls or plain black or plain white trainers; and

- an optional plain navy tracksuit for outdoor PE in colder weather.

All PE items are non-branded. Pupils should not wear jewellery for PE or other physical activities.

4.5 Swimming

For swimming lessons, pupils should bring a towel and swimming hat where required by the provider. Pupils may wear close-fitting swim shorts or a one-piece swimsuit.

The school will consider requests for an alternative swimming garment on the grounds of religion, belief, disability, medical need, gender identity or other equality-related reason.

4.6 Hair, headwear and appearance

Hair may be worn in styles that reflect a pupil's race, ethnicity, culture, religion, gender identity or personal preference. The school does not prohibit natural Afro-textured hair, protective hairstyles, braids, plaits, cornrows, locs, twists, head coverings or other culturally and religiously significant styles.

Where necessary for safety, hygiene, practical activity or PE, pupils may be asked to secure their hair. This will be done proportionately and inclusively.

Hair accessories should be safe, practical and suitable for school. The school will not prohibit an accessory that is worn for religious, cultural, medical or disability-related reasons unless there is a demonstrable safety reason; any restriction will be considered individually.

Make-up, false nails and nail varnish should not be worn in school because they are not suitable for the primary-school day and may present health, safety or practical concerns. The school will consider individual adjustments where appropriate.

4.7 Jewellery and watches

For safety reasons, pupils should not wear jewellery in school. Simple watches may be worn from Year 2, but the school cannot accept responsibility for loss or damage.

Jewellery must be removed for PE, swimming and other physical activities. Where a pupil is unable to remove an item because of a religious, medical or healing-related need, parents/carers should contact the school so that an individual risk assessment and reasonable adjustment can be considered.

4.8 Labelling belongings

Parents/carers should clearly label all clothing, PE kit, bags and other personal items with the child's name and class. This helps the school return lost property promptly.

5. Purchasing uniform and second-hand support

Non-logo uniform items may be purchased from any retailer.

Logo items may be purchased from the school's approved suppliers:

- Khalsa Children's Wear, 388 Bethnal Green Road, London E2;
- MyClothing; and
- Bow Embroidery Centre.

Current supplier details and uniform information will be published on the school website.

The school operates a second-hand uniform bank. Families may request items confidentially through the school office. Where the right sizes are available, second-hand uniform will be provided free of charge to families in need.

Families experiencing financial difficulty should contact the Headteacher or School Business Manager in confidence. No pupil will be disadvantaged, excluded from learning, or publicly identified because of difficulty in obtaining uniform.

6. Expectations of the school community

6.1 Pupils

Pupils are expected to wear the agreed uniform on the school premises, when travelling to and from school, and when representing the school where uniform is required.

Pupils should take pride in their appearance and tell a member of staff if they need help with uniform, an adjustment or an item of clothing.

6.2 Parents and carers

Parents/carers are expected to ensure that uniform and PE kit are clean, clearly labelled and in good condition, as far as reasonably practicable.

Parents/carers should contact the school if they need help with costs, wish to request an equality-related adjustment, or have a concern about the policy. Concerns and complaints will be addressed in accordance with the school's Complaints Policy.

6.3 Staff

Staff will apply this policy fairly, consistently, sensitively and proportionately. They will not make assumptions about a pupil's financial circumstances, religion, culture, race, gender identity, disability or medical needs.

Where a pupil is not in the expected uniform, staff will speak to the pupil and family respectfully, identify any barrier to compliance and give reasonable time and support to resolve it. In cases of financial hardship, the school will take a supportive and discreet approach.

Uniform issues will not be managed in a way that compromises a pupil's education, dignity, safety or wellbeing. Any ongoing concerns will be considered in line with the Behaviour Policy, taking account of the pupil's individual circumstances and any reasonable adjustment.

6.4 Governors

The governing body will:

- review this policy annually;
- ensure it remains affordable, inclusive, practical and safe;

- monitor that branded-item requirements remain within the statutory limit;
- consider feedback and complaints from parents/carers and pupils;
- ensure supplier arrangements demonstrate value for money and appropriate procurement practice; and
- ensure the policy is published and implemented fairly.

7. Monitoring and review

The School Business Manager will monitor the practical operation of this policy, including the cost and availability of uniform, use of the second-hand bank, equality-related requests and any concerns raised by families.

This policy will be reviewed annually by the School Business Manager and approved by the full governing body. It may be reviewed sooner if legislation, statutory guidance, school circumstances or significant feedback requires it.

8. Linked policies

This policy should be read alongside the school's:

- Behaviour Policy;
- Equality Information and Objectives;
- Anti-Bullying Policy;
- Complaints Policy;
- SEND Policy; and
- Health and Safety Policy.