



'Having gifts that differ according to the grace given to us – let us use them' *Romans 12:6*

School Uniform Policy

Principal: Mrs C Rhodes
Assistant Principal: Mrs K Sukonik
Chair of Governors: Mrs S Smith
Policy was adopted: September 2023
Policy was last reviewed: February 2026
Policy to be next reviewed: Spring 2028



Respect

We are considerate of others and celebrate our differences.



Kindness

We are gentle, caring and helpful.



Creativity

We explore new ways to use, and share our gifts.



Perseverance

We work hard through our challenges.

Our mission statement at St Paulinus C E Primary School:

We nurture a vibrant school community where every child, guided by God's grace and love, discovers and harnesses their unique gifts and talents. We empower each student to flourish, developing their character and education so that they may contribute positively to society using our values of kindness, creativity, respect and perseverance.

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



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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 sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items 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 pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols that do not compromise their own, or others', safety.
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Principal or Assistant Principal, who can answer questions about the policy and respond to any requests.

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 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 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, for example, by only asking that the jumper/cardigan, worn over the white shirt, features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- Avoiding different uniform requirements for different year/class/ groups
- Avoiding different uniform requirements for extra-curricular activities
- 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



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4. Expectations for school uniform

4.1 Our school's uniform

All uniform items should be labelled with the child's name or initials.

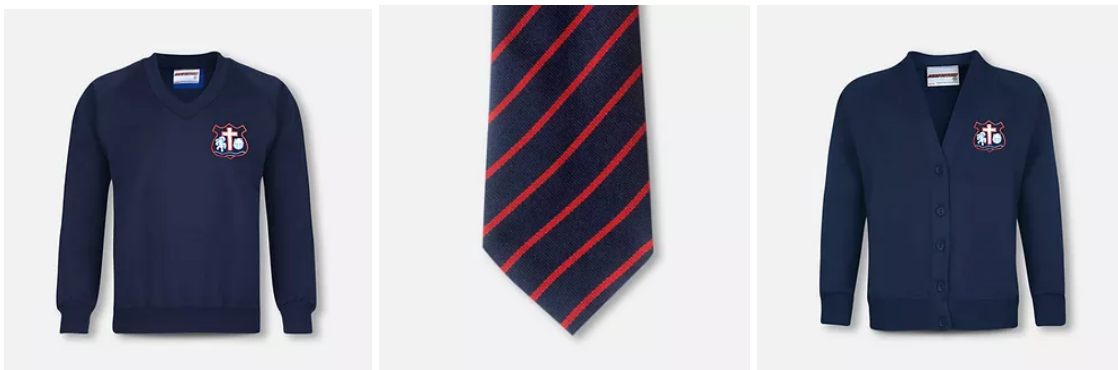
Footwear

Children are expected to come to school with suitable footwear, which will not impede healthy growth of their feet; i.e. conventional plain black school shoes with sensible heels (no coloured decoration). Boots are not permitted to be worn as part of our everyday school uniform – this includes ankle boots. Trainers should only be worn as part of our PE uniform. Please see images below regarding shoe types for clarity.

We may request that pupils bring wellington boots into school for specific outdoor activities - these can be of any colour. We are aware that children's shoes can get damaged when they play on the field and therefore children are allowed to bring a pair of trainers (kept in a bag on their pegs) which they can change into for lunchtime play if needed.

Acceptable	Not allowed
	

Winter Uniform



- Plain grey trousers with no external pockets or decoration - regulation school material (not jogging pant cotton or leggings) **OR** plain grey skirt or pinafore dress (no decoration/embroidery detail)
- Plain long/short sleeved white shirt with pointed collar (no polo shirts).
- Grey, navy, black or white socks
- Grey, navy or black tights
- Navy school jumper or cardigan (this can be with embroidered school badge)



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- Warm, waterproof coat (preferably with hood) – this can be any colour – the more visible our children are, the safer they are. Coats **must not** be denim or leather.
- Other winter accessories may be appropriate, dependent on the weather, e.g. hat, scarf, gloves.

Summer Uniform



- Plain grey shorts –no external pockets or decoration, regulation school material (not jogging pant cotton or leggings) **OR** plain grey skirt or pinafore dress (no decoration/embroidery detail)
- Plain long/short sleeved white shirt with pointed collar (no polo shirts)
- School tie
- Grey, navy, black or white socks

OR

- Navy blue and white checked dress or all-in-one navy checked playsuit

Other summer items:

- Navy 'V' neck school cardigan or jumper (with embroidered school badge)
- Waterproof coat (preferably with hood) – this can be any colour but must be in school every day. Coats must not be denim or leather
- **Sun hats / caps are strongly encouraged during periods of warm weather**

Some children choose to wear shorts under their skirt or dress for modesty. These should be plain black or navy, if worn under a summer dress or skirt.



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PE uniform is worn for the whole day on days where pupils have PE lessons (including swimming lessons). Children do not need to wear full winter/summer uniform on these days.

All Pupils

Red shorts; white t-shirt with school badge OR plain white t-shirt; trainers (logos, emblems and pattern should be avoided or at least as minimal as possible); short white, grey or navy socks – children may wear school socks during PE but they cannot wear tights.

In cooler weather, in addition to the items listed above, pupils may wear a plain navy blue or black warm tracksuit or leggings for outdoor PE. Tights are not allowed to be worn underneath.

KS2 Swimming

- One piece swimming costume or fitted swimming trunks.
- Swim hat

School Bags



The Reception and KS1 children are encouraged to have a blue 'St Paulinus Book Bag' to carry home their reading book and letters. Alternatively, Reception and KS1 pupils may bring in a small rucksack.

In Key Stage Two, children may bring a rucksack style bag (school logo bags are available to purchase but are not compulsory)



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Jewellery

For health and safety reasons, jewellery cannot be worn in school. The only exception being if a child has pierced ears. However, earrings must only be small, plain gold/silver round/ball-shaped studs. Large or dangly earrings or hoops of any size are not permitted. Two or more earrings are not allowed in one ear.

The Association for Physical Education (afPE) recommends the practice of removing all personal effects at the beginning of every PE lesson to establish a safe working environment. At St Paulinus, earrings must not be worn for PE, Games and Movement lessons and should be removed by the child before the activity. If children are unable to remove their own earrings, they must be removed prior to arriving in school. Children who cannot remove their earrings will not be allowed to take part in the active part of the lesson but will be given a task which can be completed without risk to either themselves or others around them. Children who wish to take part in physical activities, in which they are representing the school, must also remove all jewellery before taking part.

We strongly recommend that should you wish your child to have pierced ears, you consider timing this to take place at the start of the summer holiday to allow the full amount of healing time necessary so that they are able to remove the earrings and participate fully in activities when they return to school in September.

Hair

Hair styles should be neat and tidy and promote our high standards of dress. Long hair should be off the face in all lessons and fully tied back for PE to prevent entanglement in apparatus and to prevent vision from being obscured.

There should be no extremes of style or colour, shaved lines or patterns are not permitted.

Headscarves worn for religious reasons should be plain and blue, white or black in colour.

Pupils may wear small, discreet **watches** which must be removed for PE. Pupils are not allowed to wear smart watches or those that can link to mobile phones or that have a camera or audio-recording facility.

4.2 Where to purchase it

Aside from the items listed above that require an embroidered school logo to feature on them, all other items can be purchased from a wide range of retailers (including high-street stores and supermarkets).

St Paulinus CE Primary School's branded uniform is supplied by TFS Schoolwear.

This can be purchased online from [TFS Clothing](#) or in-store at their shop: 45 Spital Street, Dartford, Kent, DA1 2DX

Second-hand uniform:

The Parent Teacher Association (PTA) and the school will work together to arrange second-hand uniform sales at least twice a year. The school is grateful to receive donations of new or used uniform that can be sold at these sales.

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



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- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Pupils are also expected to contact the Principal 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 are also expected to contact the Principal 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

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

5.3 Staff

We feel that every child is an ambassador for our school, we are proud of the uniform that they wear and we will actively seek to maintain a high standard of appearance.

Staff will closely monitor pupils to make sure they are in the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Principal if the situation doesn’t improve.

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

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 and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

6. Monitoring arrangements

This policy will be reviewed at least bi-annually.