

UNIFORM POLICY

Date Created: September 2023

1.0 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

2.0 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:

- 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 all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3.0 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.

Headteacher: Caroline Crosdale

To help combat the option limitation issue we have added sew on and iron on logos to our uniform range, meaning that parents can purchase an item for a lower price and add a BPA logo to the item.

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 items needed with distinctive characteristics
- Offering 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
- 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/house groups
- 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
- Endeavouring to utilise any charity or local grants available to us to supplement uniform for families in need
- 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

4.0 EXPECTATIONS FOR SCHOOL UNIFORM

4.1 Our school uniform

Brentside has a strict uniform code for all pupils except Nursery children.

The uniform consists of:-

- A blue jumper or cardigan
- A white polo shirt
- Trousers - Dark grey, black or navy
- Skirts - Dark grey, black or navy
- Dresses - Dark grey, black or navy (or blue & white summer dresses)
- School shoes or trainers should be black
- Blue Bookbag (KS1)

Headteacher: Caroline Crosdale

Children should not wear jewellery for health and safety reasons. We do not allow the use of make up in school. We do allow stud earrings. School skirts should be an appropriate length.

4.1.1-Branded Items

We have the following branded items which can be purchased from Brentside Primary Academy:-

- Jumper - Blue jumper- with logo
- Cardigan- Blue- with logo
- Polo T-Shirt – White- with logo
- PE T-shirt- with logo
- PE Hoodie- with logo
- Blue Bookbag- with logo

4.1.2 Compulsory Items

The PE T-Shirt is the only branded item that is compulsory for all pupils to wear.

It is compulsory for all Key Stage 1 children to have a blue bookbag, however this does not have to be the branded option we offer.

4.1.3 Optional Items

Pupils can wear any blue jumper or cardigan over a white polo shirt. It is not compulsory for any of these items to be branded.

Pupils can also choose to wear a dark grey, black or navy dress or a blue & white summer dress

The PE hoodie is an optional item.

4.2 PE Kit

Children wear their PE kits into school on the days their class has PE and do not get changed in school. The PE days for each class are given to parents at the start of each new school year.

For PE, children should have:-

- Dark shorts, jogging bottoms or leggings
- Brentside branded PE t-shirt
- Plimsoles for KS1
- Trainers for KS2

It is compulsory for all pupils to wear the Brentside PE t-shirt on the days that they have PE.

There is an option to purchase a Brentside branded hoodie to wear on PE days so pupils do not get cold.

4.3 Swimming

Pupils go swimming in Year 4 as part of the national curriculum

4.3.1 Swimming Kit

Pupils will need to bring the following in a waterproof bag:-

- Swimming costume
- Swimming hat
- Towel
- Underwear

4.3.2 Swimming Rules

- Pupils need to arrive at school wearing their swimming costume/trunks under their uniform. They need to bring underwear to change into after their swimming lesson.
- For health, hygiene and safety reasons, ALL PUPILS (boys & girls) participating in swimming lessons will be required to wear a swimming hat.
- All swimmers must wear appropriate swimwear, i.e. one-piece swimming costume for girls and swimming trunks for boys. Boys' shorts must be no longer than mid-thigh length. No leggings or t-shirts will be allowed in the pool.
- Swimmers can wear tight-fitting modesty swimwear if required to for religious reasons
- No goggles are allowed to be used during the school lessons. (Goggles are not permitted unless a prior written request for their use for medical reasons has been received from the individual's medical practitioner).
- No jewellery or watches should be worn.

4.2 Where to purchase it

Brentside Branded Items can only be purchased from the school directly.

We have an order form which needs to be completed and either emailed or handed into the school office.

Payment for uniform can be made in cash or online using the uniform payment link.

4.2.1 Second Hand Uniform

Second hand uniform can be obtained from the School Office. Please contact the school office if you are interested in obtaining second hand uniform.

5.0 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)

Pupils are also expected to contact the Headteacher 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 Headteacher 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

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 the Senior Leadership Team.

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 and endeavour to offer assistance.



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

The board 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.

6.0 MONITORING ARRANGEMENTS

This policy will be reviewed every 2 years. At every review, it will be approved by Curriculum Committee.

7.0 LINKS TO OTHER POLICIES

This policy is linked to our:-

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