

Bentley Heath C E Primary School



Uniform Policy

Date written	November 2023
Date agreed and ratified by governing body or management committee	November 2023
Date of next full review	September 2026

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:

- 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 Mrs Deborah Goodman (Inclusion Lead), who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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
- › Limiting items with distinctive characteristics to low-cost and/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
- › 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
- › 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. Expectations for school uniform

4.1 Our school's uniform

For pupils in Reception to Year 6, the uniform is as follows; those items which are required and are branded are in **bold**:

- White school shirt or blouse
- **Bentley Heath striped school tie (elasticated for Reception and KS1)**
- **Bentley Heath red V-neck jumper or cardigan – with school logo**
- Grey shorts, trousers, skirts or pinafore
- Grey socks or tights
- Black shoes (not trainers)
- Red hair accessories and head bands, if worn
- An optional branded book bag is available for pupils in Key Stage 1
- School bags can be chosen by the child but should be an appropriate size
- There are no specific requirements regarding the type or colour of coat

During the summer (from Easter until October half term) pupils may choose to wear a white polo shirt instead of their shirt and tie, or a red and white checked summer dress.

- Our P.E Kit is as follows and is worn to school on PE days
- Black shorts or tracksuit / jogging bottoms

- Red PE Polo Shirt (preferably with Bentley Heath logo - optional)
- White or black trainers
- Red PE hoody with school logo (optional) OR plain black or dark grey sweatshirt or hooded jumper

We expect those pupils with long hair to have it tied back at all times. Jewellery should be avoided unless it is worn for religious reasons. If studs cannot be removed they must be covered in P.E lessons.

4.2 Where to purchase it

Our branded school uniform is available from Palmers Schoolwear in Knowle or from Monkhouse schoolwear specialists.

We also ensure parents have access to second hand uniform, which can be obtained through

- Contacting the parent teacher association (PTA) who frequently arrange second-hand uniform sales
- Contacting Roxanne Riding, our Family Support worker through the school office

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)

Pupils are also expected to contact Mrs Deborah Goodman (Inclusion Lead) 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 Mrs Deborah Goodman (Inclusion Lead) 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 Mrs Deborah Goodman (Inclusion Lead).

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 Local Academy 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. Monitoring arrangements

This policy will be reviewed at least every 3 years by the headteacher. At every review, it will be approved by the Local Academy Board.

7. Links to other policies

This policy is linked to our:

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