



Brunswick Park Primary School

Learning for living through Respect, Support and Challenge

SCHOOL UNIFORM POLICY

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

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 for some lessons or activities);
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel comfortable;
- Allow pupils to request changes to swimwear for religious reasons;
- Allow pupils to wear headscarves and other religious or cultural symbols;
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to contact Anna Newbold who can answer questions about the policy and respond to any requests.

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 must 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 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 does not 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 signaling 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.

Expectations for school uniform

Our school's uniform

The school jumper or cardigan is the only branded item of uniform that is required. All other items of uniform are generic and can be purchased from any retailer. Any of the uniform items listed below can be worn by children of either sex. Brunswick Park has a Resource Base for children with autism (ASC) and a high number of children with SEND, some of whom have sensory issues around clothing and/or shoes. Uniform requirements can be modified for these children after discussion between parents and school. Our uniform consists of the following items:

- Purple school jumper or cardigan, with school logo;
- Grey trousers, skirt, shorts or pinafore. Jogging bottoms are encouraged in the EYFS, as they help children use the toilet more independently and can be worn by any child;
- White polo shirt;
- Grey, black or white socks, or grey or black tights;
- In warmer weather, children can wear purple checked summer dresses;
- Children in Year 6 will need a swimming costume, a swimming hat and a towel. Costumes can be of any design and colour and purchased from any retailer.
- Children in Years 1-6 will need black shorts, leggings, or jogging bottoms for PE, with a plain white T-shirt. They will need a pair of trainers (any style and colour) for outdoor PE. For indoor PE children will take off their shoes and socks;

- Children may wear one pair of stud earrings, or one single stud earring. Hoop earrings are not allowed. No other jewellery is allowed.
- Children can wear their hair in any style or colour they choose, although they may be asked to tie long hair back for safety reasons when taking part in certain activities such as PE or cooking.
- Hijabs should be black, white, grey or purple. Other items of religious observance can be worn; however, we ask parents to notify the school of any religious item they wish their child to wear so we can make sure it complies with our Health and Safety policy;
- Children's shoes should be plain black. They must be suitable for running, jumping and climbing. High heels are not allowed. In summer, children can wear black, white or metallic open-toed sandals. These should not be backless;
- In colder weather, children should have a warm coat, ideally waterproof. Coats can be any style or colour. They may also wear scarves, hats and gloves or mittens. These can also be any style or colour. In warmer weather, children may bring a sunhat of any style or colour;
- Children should bring a book bag to school. When children first start school, they are given a purple school book bag with logo free of charge. Subsequent bookbags are chargeable. However, children can bring in other bags if they prefer. These can be any style or colour.

Where to purchase uniform

The school jumper or cardigan can be bought from mapac.com. All other uniform can be bought from any retailer including supermarkets.

Second-hand uniform can be bought through the Brunswick Park Families Association, who run second-hand uniform sales, usually three times a year.

Expectations for our school community

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 or parents are also expected to contact Anna Newbold if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 using stick/iron on labels or permanent marker/fabric pen;
- In good condition.

Parents are also expected to contact Anna Newbold 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;
- Managed in accordance with our school's complaints policy.

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

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, then will follow up with the Head Teacher if the situation does not improve.

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.

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.

Monitoring arrangements

- This policy will be reviewed every year by Anna Newbold. At every review, it will be approved by the Governing Body.

Links to other policies

- This policy is linked to our:
- Behaviour and Discipline Policy;

- Equality information and objectives statement;
- Anti-Bullying Policy;
- Complaints Policy.