



**BRIGSTOCK LATHAM'S
SCHOOL**

Uniform Policy

(Non- Statutory)

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<i>Approved by</i>	<i>FGB</i>
<i>Date approved</i>	
<i>Review cycle</i>	<i>Annual</i>
<i>Next review</i>	<i>July 2023</i>

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 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 all pupils to style their hair in the way that is appropriate for school yet makes them feel most 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 to get in touch with the Headteacher, Mrs Reynolds (head@brigstockprimary.org.uk or via the School Office), who can answer questions about the policy and respond to any requests

3. Rationale

Embrace – Empower – Excel

At Brigstock Latham's CE Primary school, our uniform supports us to **embrace** the ethos of our school, **empower** our pupils to feel a sense of belonging to our school community and set a tone for education where all can **excel**.

4. 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
- 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

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- 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

4.1 Our uniform



Blue branded school jumper



Formal grey trousers or skirt worn with plain grey tights or socks



White polo shirt

Branded polo shirts are available but plain white is also acceptable.



Black school shoes

Please note: trainers are not permitted. School shoes should be closed toe, sturdy and formal in style.

Optional summer items



Blue checked dress worn with white socks



Formal grey shorts

4.2 PE Kit



Navy shorts



White T-Shirt



Black plimsoles



Navy tracksuit and black trainers



PE kit bag

4.3 Bags



Reception and Key Stage 1 – book bag only.



Key Stage 2 – small backpack. Storage in cloakrooms is limited so parents and carers are asked to provide the smallest bag practicable.

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4.4 Coats

All children will require a coat. These should be warm and ideally waterproof.

4.5 Jewellery

The wearing of any jewellery by the children during school sessions is not recommended. If earrings are worn, they should be a single stud for safety.

A simple watch may be worn from year 2 onwards. Smart watches (including fit bits) are not suitable for school use for safeguarding reasons.

For reasons of Health and Safety, no jewellery is to be worn for any activities involving physical education. This includes earrings. Staff are not permitted to remove or replace earrings for PE sessions so pupils will either need to not wear earrings on PE days or if this is not possible be able to cover them up themselves.

The school, staff and governors cannot be held responsible for any items of jewellery damaged or misplaced.

4.6 Hair

Hair longer than collar length will need to be tied back for all school activities. Children should use simple hair accessories which coordinate with their uniform. Large bows and headbands are not suitable for school.

5. Where to purchase uniform

Branded school jumpers are available from School Trends - www.schooltrends.co.uk.

School Trends also stock a range of other suitable items such as polo shirts, book bags and PE t-shirts, however it is not required that these items are branded and can be sourced from a range of high-street retailers instead if preferred.

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 our headteacher, Mrs Reynolds, 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, Mrs Reynolds, if they want to request an amendment to the uniform policy in relation to:

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- 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 in line with our behaviour policy and may involve a meeting with parents and carers to explore reasons for non-compliance and identify any opportunities for the school to support with this.

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

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 every 3 years. At every review, it will be approved by the full governing body.

7. Links to other policies

This policy is linked to our:

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