



Burstow Park School

School Uniform Policy

Approved by: Emma Slaughter **Date:** 19/01/2022

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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 **Marlene Stanley (SENCO)** 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 locally
- 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 limiting the number of items that have logos / particular style detail
- Limiting items with distinctive characteristics
- 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, 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 leveler
- 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. Expectations for school uniform

4.1 Our school's uniform

Black trousers or skirt (skirts should be knee-length or longer).

Material should be traditional school wear, and should not include denim or casualwear. Shorts, jeans and sportswear are not permitted.

White polo shirt / tee-shirt or blouse (no logos/designs)

Black shoes (max. 2cm heel) – closed toe (no sandals / clogs / open-toed shoes)

Black sweatshirt without any hood (no logos/designs)

Jewelry should be kept to an absolute minimum, and no hooped earrings may be worn for Health and Safety reasons

Piercings are strongly discouraged and must be removed for PE. School reserves the right to ask any piercing to be covered or removed

Long hair must be tied back

Long nails are not considered appropriate in school – they can be a hazard within some lessons and can hurt other students. **Nails should not exceed the tip of the finger.**

A **coat** will be required in colder weather, however these must be removed when in classrooms

Hats may not be worn during lessons

PE Kit

All students need a change of clothing for PE lessons. There is no set uniform for PE, and typically this consists of a different T-shirt (plus jumper in colder weather) and a pair of shorts or tracksuit bottoms. If swimwear is required, this must be a one-piece costume for females (bikinis are not permitted) or a pair of suitable swimming trunks for males.

4.2 Where to purchase it

- School has no preferred supplier for uniform
- All items can be bought widely from 'high-street' retailers or online

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 **Dr. Emma Slaughter (Executive Head)** 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 arrives at school in 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 Emma Slaughter (Executive Head) if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics

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:

First breach - an informal warning

Second breach – a request that parent brings correct uniform in to school for child to change in to and child placed on report for one week

Third breach – one day exclusion

Subsequent breaches – as per School Behaviour Management policy

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 Governance

The Senior Leadership Team will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Offers a uniform that is appropriate, practical and safe for all pupils

6. Monitoring arrangements

This policy will be reviewed every two years. At every review, it will be approved by Senior Leadership Team.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Anti-bullying policy
- Complaints policy