

# Bidston Avenue Primary School

## School Uniform Policy



**Approved by:**

**Date:** 1<sup>st</sup> September 2022

**Last reviewed on:**

**Next review due by:**

1<sup>st</sup> September 2026 or sooner if a large change in policy

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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 **Mrs K. Hackett, Deputy Headteacher**, 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
  - › Provides the best value for money for parents/carers
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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, by only asking that the school jumper, features the school logo
- › 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 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

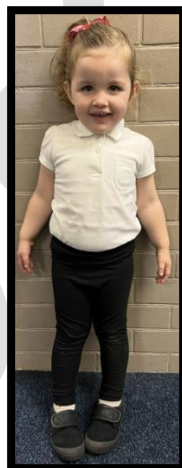
- › Which branded items are required?
  - No branded items are required for our school uniform
- › Which branded items are optional?
  - We would like all children to wear a red jumper/cardigan with the school logo embroidered onto it, but this is optional
- › Where we will accept generic items instead of branded ones
  - We will accept a red school jumper/cardigan with no logo
  - Black/Grey school dresses

- White polo top/t-shirt/blouse/shirt
- Red and white checked summer dresses / pinafore
- Black/dark trousers/skirts
- Shoes/trainers/pumps



› Expectations for PE and swimming kit

- PE kits is worn, all day, on PE days
- We expect the school jumper/cardigan to be worn over a WHITE polo top or t-shirt
- We expect black shorts and black jugging bottoms when cooler
- We expect children to wear black pumps for indoor PE or trainers for outdoor
- Swimwear must not be Bermuda style and should be trunks or costume type appropriate for school



- Expectations for jewellery and hairstyles (considering the requirement described above to avoid discrimination in line with the Equality Act 2010)
  - We accept only **STUD earrings**, and these must not be worn or can be taken out by the child on PE/sports club days
  - Necklaces, bracelets, false nails must not be worn for school
  - Longer hairstyles should be tied up to minimise the spread of lice
- Expectations for shoes, bags and coats
  - Shoes should be black
  - PE pumps or trainers should be darker colours – light colours will get dirty easier
  - No expectations for coats, except that all children should have a coat for wet or cold weather



## 4.2 Where to purchase it

- Our uniform can be purchased at any retailer. Logos can be printed onto items after purchasing the uniform from the retailer of their choice.
  - The Uniform Shop (Birkenhead) prints logos onto jumpers purchased elsewhere, but may not offer this service at busy times (summer holiday), so please check in advance
- Information about second-hand uniform, for example:
  - We offer pre-loved uniform, of good quality, to all parents (please see the office staff for details)
  - FUSS is a local charity and have shop spaces around Birkenhead/Wirral to pick up uniform

## 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 K. Hackett (Deputy 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 Mrs K. Hackett (Deputy 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 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 (if appropriate), but we are sure that issues can be dealt with by conversation

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 does not improve.

Ongoing breaches of our uniform policy will be dealt with through the behaviour 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 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

Not applicable at this time, but The Governing Body 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 4 years or when there is a change in uniform. At every review, it will be approved by the Standards & Curriculum Committee and ratified by the 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