

# **BRIGHSTONE C.E. PRIMARY SCHOOL**



## **Uniform Policy 2022-2025**

**Approved by:**

Nazan Green (LA  
Governor)

**Date:** 27<sup>th</sup> May 2022

**Last reviewed on:**

N/A (New policy)

**Next review due by:**

May 2023 (updated January 2023 to reflect phased introduction of navy PE t-shirt)

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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 if desired (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 headteacher Mrs Rebecca Lennon ([office@brighstoneprimary.org.uk](mailto:office@brighstoneprimary.org.uk)), 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 from school or retail establishment (such as a supermarket) at a reasonable cost
- Provides the best value for money for parents/carers

We will do this by:

- Allowing items of uniform to be worn with or without the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Allowing cheaper alternatives to school-logo items, such as items of uniform in the school colours but without the school logo, that can be bought from high-street or online retailers, so that the school's uniform can act as a social leveler
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional items with the school logo to a minimum (including jumper/cardigan and polo shirt/t-shirt)
- Not allowing brand-specific items with highly visible logos
- 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

Our school uniform consists of:

- Navy blue jumper or cardigan
- Grey trousers, shorts, dress or skirt
- White polo shirt
- Pale blue gingham summer dress
- Black shoes

Our PE kit consists of:

- White t-shirt (phased introduction of navy t-shirt from January 2023, which will be made compulsory by September 2023)
- Navy blue shorts/skort, leggings or tracksuit bottoms
- Navy blue jumper or hooded top
- Black plimsolls or black or white trainers

Optional extras with the school logo are also available, including:

- Navy blue fleece
- Navy blue reversible Storm Stuff jacket
- Cap
- Legionnaires' cap
- Book bag
- PE drawstring bag
- Reflective back pack

There are no gender-specific uniform requirements.

Specific sports kits for interschool events are provided by the school.

Other expectations:

- Long hair must be tied back
- Jewellery must not be worn (unless for religious reasons), with the exception of small, discreet earring studs (which must be removed or covered for PE/swimming)
- Swimming kit can be any colour, but must be a full costume (not a bikini) or trunks.

## 4.2 Where to purchase it

Uniform items with the school logo are available to purchase from the school office (see our website for information and prices: <https://www.brighstoneprimary.org.uk/school-uniform/>)

However, there is no requirement to buy items with the school logo. Items in the school colours without the school logo can be purchased from any high street or online retailer (including most supermarkets).

We also sell second-hand uniform. This is available to purchase from the Brighstone School Association (BSA), which holds a regular second-hand uniform sale on the school playground. Enquiries can also be made through the school office ([office@brighstoneprimary.org.uk](mailto:office@brighstoneprimary.org.uk) / 01983 740285)

## 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 (unless otherwise stated)

Pupils are also able to contact headteacher Mrs Rebecca Lennon ([office@brighstoneprimary.org.uk](mailto:office@brighstoneprimary.org.uk) / 01983 740285) if they want to request a consideration to 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 headteacher Mrs Rebecca Lennon ([office@brighstoneprimary.org.uk](mailto:office@brighstoneprimary.org.uk) / 01983 740285) 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 in line with our Promoting Positive 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

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 three years by Mrs Rebecca Lennon, headteacher. At every review, it will be approved by the Full Governing Board.

## 7. Links to other policies

This policy is linked to our:

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