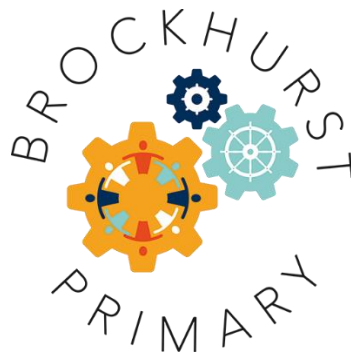


# Brockhurst Primary School

## Uniform Policy



**Dive into learning, set sail for success!**

<b>Academic Year</b>	<b>Reviewed by:</b>	<b>Approved by:</b>
2022-2024	Miss A Cripps	Governing Board
2024-2026	Mrs S Kohli	Governing Board

**Next review:** Summer 2026

## 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 uniform policy is designed to reflect our school's core values of **Courage, Respect, Service, and Excellence:**

- **Courage:** Wearing the uniform helps pupils feel united and confident, ready to face challenges together.
- **Ownership:** We are responsible and take ownership of wearing the correct uniform to help us belong to our school community.
- **Respect:** The uniform fosters a respectful atmosphere by creating a sense of equality and focusing attention on learning.
- **Excellence:** The uniform encourages pupils to take pride in their appearance and aspire for excellence in all they do.

## 3. 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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 engagement and health and safety reasons)
- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments in school uniform colours

- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs. Parents/carers can get in touch with our SENDCo and Inclusion Lead, Mrs Emma Gladman to discuss this further.
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Mrs Sharon Holmes through the main school office, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

#### **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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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 and carers
- Provide reasonable alternatives for logo items

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/cardigan and PE t-Shirt features the school logo
- 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
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats and bags
- 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 groups and classes
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents and carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents and carers of any changes
- Consulting with parents, carers and pupils on any proposed significant changes to the uniform policy and carefully considering how the school can support when changes are made to embed a sense of belonging and pride with school uniform.

## **4.1 Expectations for school uniform**

### **Our school uniform is:**

- Grey trousers, skirt, dress, culottes, shorts (not sports shorts) or a pinafore dress
- Plain white polo shirt, cotton shirt (optional burgundy logo polo shirt available) or blouse
- Burgundy sweatshirt, cardigan or fleece (school branded items encouraged, but plain burgundy v-neck or crew neck jumpers/ cardigans are also acceptable – it is the school colours that unite us in belonging to the school community).
- In the summer, red and white check gingham dresses are optional cooler items.
- Please clearly label all items of uniform.

### **Footwear**

- Black, sensible school shoes (enclose the foot and protect the toes), safe and suitable for the weather conditions (All black trainer shoes are acceptable – we encourage black for inclusivity). Heels are not permitted.
- School shoes should not have visible branding.
- White, grey or black socks/tights.

### **Hair**

- Extreme hairstyles are not encouraged and where hair is long for girls and boys this should be tied back neatly for smartness, appearance, health and safety.
- Pupils may not wear designs or words cut into their hair or permanent or temporary coloured hair.
- School uniform-coloured bows, headbands, hair ties and scrunchies are permitted

### **Jewellery & Accessories**

- If ears are pierced, one pair of small studs can be worn. Hooped earrings are not acceptable. All studs must be removed for PE or taped.
- Watches (not smartwatches) are acceptable but no other jewellery should be worn to school. Watches should not have games or sound effects.
- Hair accessories should be small and not distracting and the colour of the school uniform (e.g. bows and clips).
- Valuable items, or items from home should not be brought to school.
- Make up, false nails and nail varnish are not permitted.

### **Bags**

- The school funds a book bag with the school logo when starting school with us in Year R. In years 3-6 pupils may bring a small backpack instead of a book bag. Book bags must be of reasonable small size so that they can be hung on a hook as storage space is limited.

## **Coats**

- Pupils should bring a waterproof coat to school each day which should be practical and non- branded, apart from during the warmer weather.

## **PE Kit**

- Plain house coloured PE t-shirt. (Optional logo PE t-shirt with house name, house colour t-shirt can be purchased at the school office or purchased from SkoolKit directly).
- Unbranded black shorts, black leggings or black tracksuit bottoms in the winter months.
- Black trainers (for younger children in year R-2 velcro fastened trainers are ideal and if children are unable to do their laces in other year groups, consider velcro trainers)
- Black unbranded hoody for outdoor PE in the winter months
- Long hair should be tied back for health and safety reasons.
- Tracksuit bottoms, sports shorts and PE leggings are only suitable for PE days.
- Pupils are to come into school wearing their PE kit on their class PE day.
- Pupils are allocated a house when they join the school.

Our house PE t-shirts are as follows;

Victorious (Blue)

Excalibur (Yellow)

Vanguard (Red)

Alliance (Green)

## **Swimming**

- Swimming shorts or a one-piece swimming suit (for swimming lessons in Years 5 and 6). This does not need to be any particular colour. Pupils should also bring a towel in their bags on swimming days.

## **Inappropriate Uniform**

- The school holds a small amount of spare uniform and black plimsolls for children who arrive at school wearing items in breach of the school policy. Children will be asked to swap the inappropriate items with spare uniform and parents will be notified.
- Items containing logos (apart from school logo) and slogans are not acceptable.

## **4.2 Where to purchase it**

- School sweatshirts, cardigans, house PE t-shirt and polo shirts displaying the school logo can be purchased from Skoolkit in Fareham. The house PE t-shirt is also

available to purchase from the main school office. White polo shirts do not have to have the logo – this is optional.

- All other items are easily available at competitive prices from local supermarkets.
- Good quality, second hand uniform is available through the school. The school uniform shop is located on North Campus and open on the first Thursday of each half term at 9.00-9.30am and 3.30-3.50pm.
- Individual items are available through the school office on North Campus, outside of busy hours (drop off and pick up times).

## **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 expected to contact Sharon Holmes (School Business Manager) if they want to request an amendment to the uniform policy in relation to their protected characteristics and Mrs Emma Gladman if there is a sensory requirement.

### **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 Sharon Holmes (School Business Manager) 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 SLT if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Assistant Headteachers. 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 two years by the Headteacher and School Business Manager. At every review, it will be approved by the Resources Committee.

## **7. Links to other policies**

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaint's policy