

School uniform policy

Brookside Primary School



Approved by: Richard Brown (Chair of Governors)

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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 the 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

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible. We ask that children wear a school jumper and a school PE t-shirt in the colour of their house (green, blue, yellow or red)
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as jumpers
- Considering cheaper alternatives to school-branded items, such as those available from local supermarkets or high street shops
- 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 groups
- Avoiding different uniform requirements for extra-curricular activities – when children attend residential visits parents are actively encouraged to only send children in old clothing and some waterproof items (if children do not already have them) are available to borrow from the school for the residential visit
- 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 – this is done through the Friends of Brookside School uniform sales. Second-hand uniform is available by emailing brooksideschooluniform@gmail.com
- 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

School uniform consists of;

- Red sweatshirt or cardigan (ideally branded with the school logo)
- Red or white polo shirt or a plain white school shirt with a collar
- Black or grey school trousers or skirt or black or grey school shorts

- Black indoor shoes (Plimsolls)
- Red summer dresses may be worn in warmer weather
- Plain socks and tights (tights should be black, grey or white)

School PE kit consists of;

- Brookside House t-shirt (your child will be allocated a house)
- Black shorts (of suitable length – not cycling shorts)
- Black or grey tracksuit bottoms (unbranded)
- Trainers
- Children who wear their PE kit on a PE day should also wear their school jumper
- Children may wish to bring a plain PE sweatshirt to change into for PE

Swimming kit consists of;

For children in Y3/4 only

- One piece swimming costume for females
- Swimming trunks or shorts for boys (they must be above the knee)
- Swimming hat (available from shops or the school office)
- Towel

Hairstyles should be suitable for school so as to not distract children when they are working.

Shoulder length hair must be tied back.

A single stud earring can be worn in each ear (loop earrings should not be worn).

No nail varnish or make up should be worn.

Outside clothing;

Children are expected to have the following depending on the weather

- Suitable footwear for use on the playground at breaktime (no sandals, heels or flip flops)
- A suitable coat for the weather (break will continue outside if slight rain)
- A cap and/or sunglasses to protect from the sun at breaktimes and during PE
- Children in EYFS are asked to have Wellington boots during the winter months
- Hat, scarf and gloves as required in the winter

4.2 Where to purchase it

Parents are able to buy uniform from MAPAC.

Information is available here - <https://www.brookside.oxon.sch.uk/school-uniform>

In order to reduce costs delivery is available to school. Parcels are dispatched into school on the 1st and 3rd week of the month. You will receive a dispatched email from MAPAC to inform you that the delivery has been sent to school.

Non branded items are available from MAPAC or from local supermarkets or high street clothing shops.

Second hand uniform is available from the Friends of Brookside School (FoBS) via the school office or by emailing fobsuniform@gmail.com. Alternatively parents are able to purchase these items at pop-up sales throughout the school year.

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 or their parents are expected to contact the 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 the 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 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 a telephone conversation or meeting between the headteacher and the parents of the pupil.

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.

Staff are expected to model suitable smart clothing to wear to work in a school. This includes staff changing into PE kit when teaching PE or sport lessons.

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 when needed by the headteacher. At every review, it will be approved by the Pupil Support and Resources committee of 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