



**Bhylls Acre  
Primary School**

**Uniform Policy**

**Policy agreed by staff: September 2022**

**Policy agreed by Governors: September 2022**

**Policy to be reviewed: September 2024**

## Contents Page

<b>Section 1</b>	Aims
<b>Section 2</b>	Our legal duties under the Equality Act 2010
<b>Section 3</b>	Limiting the cost of school uniform
<b>Section 4</b>	Expectations for school uniform at Bhylls Acre Primary School
<b>Section 5</b> 5.1 – Pupils 5.2 – Parents and carers 5.3 – Staff 5.4 - Governors	Expectations for our school community
<b>Section 6</b>	Monitoring arrangements
<b>Section 7</b>	Links to other policies

## 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 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 contact the Headteacher of Bhylls Acre Primary School, 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

- 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 doesn't 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 at Bhylls Acre Primary School

School Uniform	<ul style="list-style-type: none"> <li>• Grey full or knee length trousers (not jogging bottoms / leggings)</li> <li>• Bottle Green / Grey knee length skirt or pinafore</li> <li>• Bottle Green checked summer dress may be worn in warm weather</li> <li>• Bottle Green sweatshirt or cardigan (logo non-negotiable)</li> <li>• White polo shirt (logo optional)</li> <li>• Plain black flat school shoes (not black trainers)</li> <li>• Plain green / black / grey tights</li> <li>• Waterproof outdoor coat</li> </ul>
PE Kit	<ul style="list-style-type: none"> <li>• Navy hoodie/sweatshirt (logo negotiable)</li> <li>• Plain round neck t-shirt (dependent on house team - logo optional)</li> <li>• Plain navy shorts</li> <li>• Black pumps / trainers</li> <li>• Unbranded navy joggers</li> </ul>
Swimming Kit	<ul style="list-style-type: none"> <li>• Towel</li> <li>• Swimming costume (no bikinis) / swimming shorts that are above the knee in length (no board shorts)</li> <li>• Swimming cap for children with long hair</li> <li>• Goggles (optional)</li> </ul>

Jewellery	<ul style="list-style-type: none"> <li>• In the interests of safety, jewellery should not be worn in school. The exception to this rule are small objects of religious significance.</li> <li>• Pupils who have pierced ears may only wear small plain studs (not novelty earrings).</li> <li>• All jewellery must be removed during PE and swimming lessons, the exception being earrings (small plain studs) which may be worn</li> </ul>
Make up and nail varnish	<ul style="list-style-type: none"> <li>• Make up must not be worn in school</li> <li>• Plain nail varnish can be worn</li> <li>• Fake nails must not be worn in school</li> </ul>
Accessories and hair accessories	<ul style="list-style-type: none"> <li>• Headwear for religious purposes (hijabs, turbans, etc.), hair bands, small bows and bobbles/scrunchies should plain in design with no objects attached to them.</li> <li>• If you feel it necessary for your child to bring a mobile phone to school, it must be handed in to the school office to keep. No mobile phones should be kept by the children; these will be taken from the child and returned to you.</li> <li>• Valuables and personal possessions should also not be brought into school, everything children require to work at school will be provided and so nothing extra is needed.</li> <li>• Watches must not be smart watches that have functionality beyond telling the time.</li> <li>• If worn, watches will need to be removed for PE and swimming lessons</li> </ul>
Bags	<ul style="list-style-type: none"> <li>• A branded nylon book bag with the school logo is provided free of charge to all children when they start in Reception class.</li> <li>• Any branded replacements with the school logo can be purchased for a small fee.</li> </ul>

## 5. Expectations for the school's 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 the Headteacher of Bhylls Acre Primary School 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 of Bhylls Acre Primary School, 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.

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. Expectations for the school's community

This policy will be reviewed every 2 years. At every review, any amendments that have been made will be approved by the Governing Board and adopted by Bhylls Acre Primary School.

## 7. Links to other policies

This policy is linked to our:

- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy