


Burnt Tree Primary School



Uniform Policy 2023

Signed by Chair of Governors	
Date	03/10/2023
Review Date	September 2024

Statement of Intent

Burnt Tree Primary School is committed to promoting equality and value for money and to ensuring that no child is discriminated against due to their religion or belief, economic circumstances or social and cultural background. This policy contains provisions to meet these objectives and has been created with health and safety, value for money and practicality at its heart. Furthermore, it is important that our pupils feel a sense of belonging to our school. We believe that wearing a smart and practical uniform allows all children, regardless of their backgrounds, to feel equal to their peers and confident in their appearance.

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 Jayne Bayliss (Head Teacher), 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 for example, by only asking that the cardigan or jumper features the school logo (if possible)
- Considering cheaper alternatives to school-branded items, 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

4.1 Our school's uniform

- Royal blue jumper or cardigan - with a school logo on or plain from selected supermarkets
- Grey trousers, shorts, skirt or pinafore – Skirts should be an appropriate length
- White polo shirt
- Blue and white checked summer dress
- Black school shoes
- The wearing of jewellery is discouraged. Your child must be able to remove any bangles or earrings (which must be small studs) for PE and swimming, for health and safety reasons. We cannot accept responsibility for any valuable items brought into school.
- Small blue or black hair accessories (no large bows)
- Water bottle
- Book bag

4.2 PE

- White plain T shirt
- Black shorts
- Black PE pumps
- Small drawstring PE Bag
- KS2 – blue or black plain outdoor PE kit (joggers, hoodie and trainers).

Swimming (Year 6)

- › Swim shorts or a full swimming costume.
- › Towel
- › Bag
- › Goggles – if required

4.3 Where to purchase it

Sweatshirts and cardigans with logos, book-bag, PE bag and water bottles are available to purchase from school through ParentPay or online direct from schooltrends.com.

If you are struggling financially to purchase uniform please speak to the school office, in confidence, as we have a selection of second-hand, good quality uniform available.

5. Expectations for our school community

5.1 Governing Board

The Governing Board is responsible for:

- › In consultation with the Head Teacher and school community, establishing a practical and smart school uniform that accurately reflects the school's vision and values.
- › Ensuring that equal opportunities are considered regarding the school's uniform and that no person is discriminated against.
- › Listening to the opinions and wishes of parents/carers, pupils and the wider school community regarding changes to the school's uniform.
- › Ensuring that the school's uniform is accessible and affordable.

5.2 Head Teacher and SLT

The Head Teacher and SLT are responsible for:

- › Enforcing the school's uniform on a day-to-day basis.
- › Ensuring that school staff understand this policy and know what to do if a pupil is in breach of the policy.
- › Listening to the opinions and wishes of the school community regarding the school's uniform and making appropriate recommendations to the Governing Board.
- › Providing pupils with exemptions as appropriate e.g. for a pupil who has a broken arm and requires a loose-fitting top.

5.3 Teaching and Support Staff

Teaching and support staff are responsible for:

- › Ensuring that pupils dress in accordance with this policy at all times.
- › Taking appropriate action when pupils are in breach of this policy.
- › Ensuring that pupils understand why having a consistent and practical school uniform is important e.g. to establish school identity.

5.4 Parents/Carers

Parents/carers are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
 - Informing the Head Teacher if their child requires a more relaxed uniform policy for a period of time, including why.
 - Ensuring that their child's uniform is clean, presentable and labelled.
- 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.

5.5 Pupils

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the Head Teacher has granted an exemption.
- Looking after their uniform as appropriate.
- Respecting why a school uniform is important to the school e.g. to develop a sense of belonging.

Parents are expected to contact Jayne Bayliss (Head Teacher) 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.

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. Non-Compliance

On rare occasions, for example, if slogans on clothing are offensive, the Head Teacher and/or Deputy Head Teacher are permitted to ask a pupil to take off the clothing, such as a sweatshirt / jumper. In the event that they cannot take the clothing off, parents/carers will be contacted and they will be asked to bring in more suitable uniform/clothing.

On other occasions, for example, if a child is wearing inappropriate footwear, teaching and/or support staff will inform parents/carers by telephone or in-person. If a child requires an item of uniform for a specific activity and no spare clothing is available in school, for example PE, parents/carers may be asked to bring the item into school. Individual family circumstances will be considered in the event that a child is not wearing the correct uniform. However, in accordance with our Safeguarding and Child Protection Policy, these should be recorded using our electronic recording system (Safeguard) where appropriate.

7. Monitoring arrangements

This policy will be reviewed annually by SLT. At every review, it will be approved by the full governing board.

8. Links to other policies

This policy is linked to our:

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