

Beckers Green Primary School

School Uniform Policy January 2025



Review Date: January 2027

Statement of Intent

Beckers Green Primary School believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all students, regardless of their protected characteristics or socio-economic circumstances.

For the purposes of this policy, “uniform” includes the following elements of students’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform
- Hairstyles and headwear
- Jewelry and other accessories
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all students, is affordable, and provides the best value for money for both the school and students’ families.

We believe that students learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education. Our school uniform policy aims to be consistent while also being practical, flexible and considerate to the needs of all students.

The school uniform policy applies to all students in years Foundation to Year 6.

Legal Framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) ‘Cost of school uniforms’
- DfE (2021) ‘School Admissions Code’
- DfE (2021) ‘School uniforms’
- Equality and Human Rights Commission (2022) ‘Preventing hair discrimination in schools’.

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Positive Behaviour Support Policy.

1. Roles and Responsibilities

The governing board is responsible for:

- Establishing, in consultation with the head teacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any student because of their protected characteristics or socio-economic status
- Listening to the opinions and wishes of parents, students and the wider school community regarding changes to the school's uniform
- Ensuring that the school's uniform is accessible and affordable
- Demonstrating in this policy how best value for money has been achieved
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance
- Processing and approving all eligible School Uniform Assistance Application Forms.

The headteacher is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis
- Ensuring that teachers understand this policy and what to do if a student is in breach of the policy
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.

Staff are responsible for:

- Ensuring that students dress in accordance with this policy at all times
- Ensuring that students understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy
- Informing the headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason why
- Ensuring that their child's uniform is clean, presentable and the correct size.

Students are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption
- Looking after their uniform as appropriate
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

2. Cost Principles

The school will ensure that its school uniform is affordable and accessible to all students, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents
- Parents with multiple children who are, or will be in the future, students at the school
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently
- Parents of students with protected characteristics that may impact their ability to access the uniform
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a student, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

Beckers Green keeps branded uniform items to a minimal level that is reasonable for all members of the school community and does not insist on students wearing branded items.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective students, and that the best value for money is secured through reputable suppliers.

The school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not make frequent changes to uniform requirements and will take the views of parents and students into account when considering any changes.

3. Equality Principles

The school takes its legal obligation to avoid unlawfully discriminating against any protected characteristic very seriously. In line with this, the school will aim to ensure that its uniform policy is as inclusive as possible so that all students can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The school will ensure that parents and students are consulted over any changes to school uniform, and that, where appropriate and with students' consent, views and advice are sought specifically from students, and parents of students, who:

- Are transgender or non-binary
- Are of a religious or cultural background that has specific dress requirements

- Have SEND and/or sensory needs.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

Information on how the school ensures its uniform policy does not discriminate against students with specific protected characteristics is outlined below.

Gender

To avoid disproportionately impacting students of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the 'Cost principles' section of this policy
- Not directly requiring students of a certain gender to buy additional uniform, e.g. by requiring female students to buy both trousers and skirts
- Not indirectly requiring students of a certain gender to buy additional uniform, e.g. by offering football in PE to only male students and requiring they buy football boots to participate
- Not holding students of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school will implement a gender-neutral uniform, meaning that students will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records.

Religion and Belief

To avoid disproportionately impacting students of a certain religion, belief or culture, the school will ensure that there is flexibility to allow students to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual students will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

Race

To avoid disproportionately impacting students of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a student's ethnic origin, e.g. natural Afro hairstyles
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows
- Not banning head coverings related to a student's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on 'Preventing hair discrimination in schools'.

SEND and Medical Conditions

Beckers Green ensures its uniform policy is flexible and takes into account the needs of all students. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams
- Allowing variations to the standard uniform for students whose SEND, sensory needs or medical conditions may impact how they dress, e.g. students with sensory needs wearing non-branded t-shirts or students with hair loss-related conditions who wish to wear head coverings.

Where the needs of these students cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

4. Complaints and Challenges

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

5. School Uniform Supplier

School uniforms can be purchased from any supplier that offers schoolwear, as long as the uniforms meet the specific requirements.

The school's current embroidered school uniform can be purchased from Class Clobber and MyClothing.com.

6. Uniform Assistance

The school will support disadvantaged families in acquiring uniforms.

Access to second-hand uniform is available upon request via the school office, class teacher or PTA. The school also holds regularly New-2-U sales (second hand uniform sales).

Parents will be invited to donate their child's uniform when they no longer need it.

7. Non-compliance

Staff will be permitted to ask students about school uniform when this is not in keeping with the school's uniform.

The class teacher may have a meeting / communicate with parents of students who are repeatedly not complying with the school uniform requirements and attempt to establish the reasons for the non-compliance and find a solution to enable all students to adhere to the school uniform policy.

8. School uniform

Clothing

The school uniform is as follows:

Item	Optional or required	How to acquire
Burgundy jumper / cardigan	Required	Embroidered items available through Class Clobber or MyClothing.com, or any supplier that offers schoolwear
White polo shirt or shirt	Required	Embroidered items available through Class Clobber or MyClothing.com, any supplier that offers schoolwear
Grey, black trousers or knee length skirt	Required	Available from any supplier that offers schoolwear
Burgundy and white summer dress	Optional	Available from any supplier that offers schoolwear
Burgundy fleece	Optional	Embroidered items available through Class Clobber or MyClothing.com
Sensible, plain black shoes	Required	Available from any supplier that offers schoolwear
White t shirt	Required	Embroidered items available through Class Clobber or MyClothing.com, or any supplier that offers schoolwear

Black shorts	Required	Available from any supplier that offers schoolwear
Black jogging bottoms	Required	Available from any supplier that offers schoolwear
Black sweatshirt	Optional	Available from any supplier that offers schoolwear
Plimsoles	Required	Available from any supplier that offers schoolwear
Trainers	Required	Available from any supplier that offers schoolwear

The school will not consider high heels, or open toed/ heeled as suitable school shoes.

Parents are responsible for ensuring their child brings their PE kit to school when needed.

Jewelery

The school rules on jewelry are as follows:

- One pair of stud earrings may be worn – no other piercings are permitted. These must be removed at home, before school, on PE and outdoor learning days
- A smart and sensible wristwatch may be worn but no smart watches are allowed.

No other jewellery should be worn and students may be asked to remove jewellery to ensure they and others are kept safe.

Students will be advised that any jewellery brought into school is their personal responsibility and not that of the school. Lost or damaged items will not be refunded.

All jewellery must be removed during practical lessons, including PE lessons and science experiments.

Hairstyles and Headwear

The school reserves the right to make a judgement on whether a student's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any student by virtue of their protected characteristics. Each individual student's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Students with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE and food based lessons.

Makeup and Cosmetics

The school rules on makeup and cosmetics are as follows:

- No makeup is permitted
- False nails and nail extensions are not permitted
- Temporary tattoos are not permitted
- Students wearing makeup will be asked to remove it.

9. Adverse weather

All students will be advised to wear weather-appropriate clothing.

For hot temperatures, this includes wearing:

- Sun lotion when outside
- A hat when outside.

Students will be advised not to wear any jumpers during heatwaves. If outside, students not wearing sun-safe clothing / sun lotion will be advised to stay in an area protected from the sun, or spare clothing is provided.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when outside
- Warm jumpers
- Trousers, or skirts and thick tights.

10. Labelling and lost property

Parents will be advised to ensure that all students' clothing and footwear is clearly labelled with their name.

Any lost clothing will be taken to the lost property box in the school office. All lost property will be retained till the end of every half term and will be disposed of if it is not collected within this time.