



Birchwood Avenue Primary School

School Uniform Policy

Policy Review

The policy was last agreed by the Full Governing Board on 13.12.2023

It is due for review in December 2025.

Signature:
Headteacher

Date: 13.12.2023

Signature:
Chair of Governors

Date: 13.12.2023

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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 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)
- 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
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs

Allow for reasonable 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. These will be considered on a case-by-case basis.

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.
- 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 leveller
- Avoiding different uniform requirements for extra-curricular activities
- 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

We are mindful that families may experience financial difficulty from time to time and will work with families to ensure they are supported with providing school branded items.

4. Expectations for school uniform

4.1 Our school's uniform

We aim to encourage children to feel pride and a sense of belonging to the Birchwood Avenue community from wearing their uniform.

The **school uniform** consists of:

- Red sweatshirt or cardigan (with school emblem optional)

- White or red polo shirt or blouse (with school emblem optional)
- Red gingham dress
- Grey/black trousers, pinafore, skirt or shorts
- Black shoes

(Trainers are encouraged for only PE wear.)

Your child should also be provided with a sun hat in warm weather and a coat that is suitable to the season every day. Please ensure that all items are clearly labelled with your child's name.

PE Kit

- Coloured PE T-shirt (to match house colour)
- Black shorts
- Black tracksuit: jogging bottoms and jumper
- Trainers
- PE bag to keep it in.

Appearance/accessories:

- Make-up (including nail varnish) and jewellery should not be worn in school. Plain (not coloured) studs for pierced ears are acceptable, but hoops or dangling earrings must not be worn.
- Watches may be worn, but not smart watches such as an Apple Watch.
- Hair should be of a sensible style - shaved or coloured hair is not permitted at school. Hair beyond shoulder length must be tied back. Hair accessories should be in school colours or hair colour.

4.2 Where to purchase it

School uniform with Birchwood Avenue emblems are available to purchase at Smarty Schoolwear in Hatfield town centre.

Smarty Schoolwear
66, Town centre,
Hatfield,
Herts
AL10 0JJ
01707 263909

[Schoolwear and Sports Equipment from Smarty Schoolwear](#)

Otherwise, uniform can be purchased at a range of outlets, including supermarkets, without the school emblem.

Second-hand uniform is available. There will be half-termly pre-loved uniform sales, organised by Friends of Birchwood, in the school playground.

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 also 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 discussed and managed by the SLT meeting with parents/carers.

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 by the SLT every two years, or more frequently if legislation changes or a need arises in our school. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

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