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**Blackheath Primary School**

**School Uniform Policy**

**Date of issue: Autumn 2023**

**Review date: Autumn 2024**

**Introduction**

Our policy has been created with health and safety, value for money, and practicality at its heart. It has been designed to ensure pupils wear clothing conducive to a successful learning environment. It is important that our pupils feel a sense of belonging and community through a smart and practical uniform.

We believe a uniform allows all pupils, regardless of background, to feel equal to their peers and confident in their appearance. We also believe it is important for activities to be facilitated by specialised and appropriate clothing such as sports specific attire.

For the purposes of this policy, **“uniform”** includes the following elements of pupils’ 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.
* Jewellery and other accessories.
* Cosmetics such as makeup and nail polish.

Blackheath Primary School is committed to ensuring equality and value for money, and that no pupil is discriminated against due to their religion or belief, economic circumstances or social and cultural background – this policy contains provisions to meet these objectives.

It is our school policy that all children wear school uniform when attending school, from Nursery to Year 6.  The Governors very much appreciate parents’ support in ensuring that children attend school smartly dressed and in the correct uniform.  We regard this as a very important factor in the success of our school.

# Legislative framework

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

* The Education and Inspections Act 2006
* The Education Act 2011
* The Human Rights Act 1998
* The Equality Act 2010
* DfE (2014) ‘School Admissions Code’
* DfE (2013) ‘School uniform’
* Equality and Human Rights Commission (2022) ‘Preventing hair discrimination in schools’
* The UK General Data Protection Regulation (UK GDPR)
* Data Protection Act 2018

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

* DfE (2021) ‘Cost of school uniforms’
* DfE (2021) ‘School Admissions Code’
* DfE (2021) ‘School uniforms’

This policy operates in conjunction with the following school policies:

* Complaints Procedures Policy
* Behaviour Policy

**Roles and responsibilities**

**The governing body is responsible for:**

* Establishing, in consultation with the Headteacher 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 and inclusive and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
* Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school’s uniform.
* Ensuring that the school’s uniform is accessible and affordable.
* Demonstrating how best value for money has been achieved in the uniform policy.
* Ensuring compliance with the DfE’s ‘[Cost of school uniforms](https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms)’ guidance.
* Providing all families who are eligible School Uniform Assistance Application Forms.

**The Headteacher is responsible for:**

* Enforcing the school’s uniform on a day-to-day basis.
* Ensuring that teachers understand this policy and what to do if a pupil 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.
* Providing pupils with an exemption as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top etc.

**Staff members are responsible for:**

* Ensuring that pupils dress in accordance with this policy at all times.
* Disciplining pupils who are in breach of this policy.
* Ensuring that pupils 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 a more relaxed uniform policy for a period of time, including why.
* Ensuring that their child’s uniform is clean, presentable and the correct size.

**Pupils/Parents 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.

**Cost and availability**

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, 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 policy does 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, pupils at the school.
* Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
* Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
* 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 pupil, 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.

The school will keep branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item’s logo, colour, design, fabric or other unique element. Where the school requires an item of branded clothing, it will assess how prices can be kept as low as possible and put measures in place to facilitate this. This may include:

* Offering sew- or iron-on logo patches for blazers and jumpers that can be bought at non-specialist retailers, instead of requiring specific branded jumpers.
* Ensuring branded items are longer-lasting and unlikely to be grown out of quickly, e.g. ties.
* Making donated second-hand uniform available for purchase at a lower price or free.
* The school is committed to meeting the DfE’s recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, 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](#_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 pupils into account when considering any changes.

# 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 pupils 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 work to ensure that school uniform’s cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible.

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

**Gender**

To avoid disproportionately impacting pupils 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 principle section of this policy.
* Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
* Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring they buy football boots to participate.
* Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

**Religion and belief**

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils 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 pupils 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 pupils 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 pupil’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 pupil’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**

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

* Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
* Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

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

# Uniform assistance

Sandwell LA operates a uniform assistance scheme.  Information is available via the school office or at;

http://www.sandwell.gov.uk/info/200151/education\_benefits/2178/help\_with\_buying\_school\_uniform/1

To claim school uniform assistance, parents should be eligible for Free School Meals. Eligibility is determined by checking original documents from the relevant authority, detailing receipt of the benefit and the address of the pupil.

Families who meet the criteria should complete the appropriate form and return it to the school office.

The school holds second-hand school uniforms for parents to access; access to these uniforms is available upon request made to the Family Support Worker. Parents are invited to donate their child’s uniform when they no longer need it.

Parents are also informed of Rubery Swop Shop, which provides free preloved school uniform to Birmingham and beyond. Parents to email ruberyswopshop@outlook.com if they require any assistance.

**Uniform Expectations**

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| **Boys** | **Girls** |
| Royal blue sweatshirt (required)White polo shirt (required)Grey or black trousers (required)Plain black shoes (no trainers/sandals/boots) (required) In the summer an alternative of grey or black short trousers can be worn (optional) Appropriate cap (optional) | Royal blue sweatshirt or cardigan (required) White polo shirt (required)Grey pinafore dress, skirt or shorts, grey or black trousers (required (only one))Plain flat black shoes (no trainers/sandals/boots) (required)  White/grey socks, grey, black or blue tights  (required (only one))In the summer an alternative of a blue and white checked or striped dress can be worn (optional)Appropriate cap (optional) |
| Clothing for PE *It is essential that your child comes to school in their PE kit on their PE days so that they can take part in their PE lessons which is an essential part of the curriculum. We would appreciate all families’ support with this.* |
| Plain white t-shirt – no branding or logo’s (required)Navy/Black shorts – no branding of logo’s (required)Black pumps for indoor gym work – To be left in school (required) Pump bag (clearly labelled with child’s name) (required)Trainers for outdoor use (required)Navy/Black Jogging bottoms for winter months no leggings, no branding or logo’s (required)School Jumper or cardigan (required) |

**Price List**

The following items can be purchased directly from Ace embroidery <http://bhps.ace-online.co.uk/catalogue>.  A direct link to the website is available on the home page of the school website.

Royal Blue Sweatshirt – Children – £10.50- £13.95

Royal Blue Cardigan – Children – £12.95, Adult – £14.95

White Polo – £6.35

T Shirts – PE – £5.00

Sports Shorts – £5.00

Cap – £5.00

Legionnaire Cap – £6.00

Bookbags – £3.96

Bookbags with strap (KS2) – £7.46

PE Bag – £3.54

Fleeces – £14.95-£17.95

Reversable Fleece Jacket – £27.95

Soft Shell Jacket - £24.50

Water Bottles – £1.20 (Available from the school office)

Items can also be purchased at a number of high street shops.

# Footwear

* Pupils should wear sensible plain black shoes, trainers or shoes with sports logo’s are NOT allowed. If a parent is unsure, the school is happy to look at an image to help you.
* If children come to school in non-school shoes, they will be asked to wear black pumps.
* Pupils are not permitted to wear heels/platform shoes.
* Pupils are not permitted to wear sandals.  If pupils need to wear Sandals to travel to school, they must have their normal school shoes with them to change into.
* Pupils are not permitted to wear boots. If a pupil needs to wear wellington boots or warm boots to travel to school in comfort, they must have their normal school shoes with them to change into.

# Jewellery

* If your child has pierced ears only small studs should be worn to school but these must be removed
* or covered up for PE – no other piercings are acceptable.
* Pupils are not permitted to wear any other jewellery in the school grounds or on offsite activities, due to health and safety risks.
* A small sensible watch is permitted. Smart watches are only permitted if they don’t have a camera or games function.

# Hairstyles

The school reserves the right to make a judgement on where pupils’ hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil’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.

* Pupils with long hair must ensure that this does not impede their vision, cover their face or provide
* a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE.
* Bandana style headbands and flowers/bows or excessive hair accessories are not to be worn; however, plain hair clips or bands are acceptable.
* Coloured hair is not permitted, temporary or permanent unless it is for medical reason, even then, these should be a natural colour and school should be informed. Bright colours are not permitted.
* Holiday style hair wraps are not permitted.
* Although the school respects and acknowledges protected characteristics, symbols such as sports logos and not permitted in hair styles.
* Bandana style headbands and flowers/bows or excessive hair accessories are not to be worn; however, plain hair clips or bands are acceptable.

**Make-up/Nail Varnish/False Nails**

Blackheath Primary School does not consider make-up/nail varnish or false nails appropriate and pupils are not permitted to wear any such products; however, there may be exceptions in extreme circumstances, at the Headteacher’s discretion (i.e. a pupil may be permitted to cover heavy scarring/skin damage).

**Cold Weather**

All pupils are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

For cold temperatures, this includes wearing:

* Scarfs, gloves, coats and hats when they are outside.
* Warm jumpers that conform to the school’s uniform policy.
* Trousers, or thick tights with skirts.

**Hot weather**

During hot weather, lightweight clothing will be required in order to reduce the risk of overheating. Pupils will be advised not to wear their jumpers or cardigans . It is advised that pupils apply sun cream before attending school and if necessary bring sun cream to school to apply themselves throughout the day. In extreme hot weather children maybe invited to wear their PE kit to school.

**Labelling**

All clothing and footwear should be clearly labelled with the pupil’s name.

**Lost Property**

Lost items will be kept in lost property in the School Office. The school will endeavour to ensure labelled items are returned. Unclaimed items will be disposed of.

**Complaints and challenges**

The school endeavours to resolve all uniform complaints and challenges locally and informally, inaccordance with the school’s Complaints Procedures Policy. When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.  Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

# Non-compliance

Teachers are permitted to discipline pupils for breaching the Uniform Policy, in accordance with the school’s Behaviour Policy.  This can include loss of privileges, for example, taking away a prized responsibility. To avoid this please work with the school to fix and infringements and/or receive support to ensure your child follows the schools Values and expectations.

Parents should write to school with a reason as to why their child is not in school uniform. Children will be loaned a school jumper for when they are NOT in uniform. This will be collected in and washed at the end of the day.

**Policy review**

This policy is reviewed annually by the chair of governors and the Headteacher.