



Blackbrook
School

Uniform Policy

July 2024

Review: July 2026

Vision and Values

This policy was written in July 2024 and considers our new vision and values.

“Our school will be a happy community that encourages and celebrates individuality, where **everyone** feels **safe, valued and inspired to achieve.**”



Aspiration



Fairness



Kindness



Responsibility



Teamwork

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Policy Updates

Date	Description
07.2024	<ul style="list-style-type: none">• Policy Review

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

Our 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' parents/carers to get in touch with their child's class teacher in the first instance, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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 and/or long-lasting items, such as ties
- 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 different year/class/house groups

- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

Expectations for School Uniform

At Blackbrook School, we believe that a school uniform plays a vital role in fostering a sense of community, equality, and pride amongst our pupils. By wearing a uniform, our pupils are united in a shared identity that promotes school spirit and a sense of belonging. Uniforms help minimise distractions, allowing pupils to focus more on their education and less on their attire.

Clear guidelines for our school uniform ensure consistency and fairness, eliminating confusion and fostering a positive learning environment. By adhering to these guidelines, we ensure that every pupil is dressed appropriately and comfortably, ready to engage fully in their educational journey. Our full uniform policy, available on the Policies page, reflects our commitment to creating a respectful and inclusive atmosphere where every child can thrive.

We recognise that for a small number of pupils, adaptations are appropriate in order to enable them to access education. In considering our expectations, we have aspired to be inclusive with this in mind. Any deviations from the policy must have prior agreement with school leaders, who will consider these with SENDCo involvement. Parents are requested to complete a School Uniform Amendment Notification (via the school website) to let us know about a temporary change, e.g. a pupil wearing alternative shoes for a short period whilst damaged/lost shoes are replaced.

Our School's Uniform

Items	Notes
Grey or Black Skirt	These must not be pencil style or tight-fitting. The hem must be around knee-length.
Grey or Black Trousers	These must be in traditional uniform style (tailored). Jogging/sports bottoms are not permitted. Black or grey ankle-length socks must be worn with trousers.
Grey or Black Pinafore	
Pale Blue Polo Shirt	School logo optional. White or other colours of polo shirt are not permitted.
Red Sweatshirt	School logo preferred, but optional.
Red Cardigan	School logo preferred, but optional.
Socks	Plain white, black or grey. Patterned socks are not permitted.
Tights	Plain white, black or grey.
Red and White Gingham Dress or Play Suit	During the summer months, in warmer weather.
Smart Shorts	Grey or black (tailored).

Items	Notes
Footwear	Black, low-heeled sensible shoes. Open-toed sandals, boots and loose-fitting shoes are not permitted. Plain black trainers are permitted from September 2024 - see Trainers Guidance .
Jewellery	Jewellery may not be worn for safety reasons, with the exception of small studs for pupils with pierced ears. Hoops or other forms are not permitted. Pupils are encouraged to not wear studs on PE days and <i>should</i> be able to remove these independently otherwise.
Hair	Should be smart in appearance. Bleached, coloured, patterned or extreme hairstyles are not allowed. Pupils with longer than shoulder-length hair are required to have this tied up whilst in school. Large bows are not permitted.
Watches	Ordinary or 'smart' watches may be worn, but must be removed for P.E. lessons for safety reasons. Smart watches with video-recording capabilities are not permitted. Smart watches should remain in 'school mode' if possible, and pupils are only permitted to use basic watch functionality whilst these are worn in school.
Make-up	Make-up, including coloured nail varnish, false nails etc. is not permitted. Save it for the disco / break the rules day (though pupils are expected to adhere to the uniform policy on the next school day).

Trainers Guidance

From September 2024, we are adapting the footwear expectations of our school uniform to become more inclusive, as well as for safety and practical reasons. We recognise that primary school involves a lot of active play, running around, and physical activities, and we want to ensure our pupils are both comfortable and safe during their school day.

However, to maintain a neat and cohesive appearance, we have established clear guidelines on the types of trainers that are acceptable. Details on these specific requirements are noted below. It is important that all trainers adhere to these guidelines to ensure consistency and to uphold the standards of our school uniform. Traditional school shoes are still permitted and encouraged, particularly for older children to support their transition into secondary schools, where such footwear is required.

If worn, trainers must:

- be entirely black
- not have a white or coloured sole or decoration

Permitted - Examples	Not Permitted - Examples
 	 

Permitted - Examples	Not Permitted - Examples
	
	

P.E. Kit

Items	Notes
Shorts / Skorts	Loose-fitting and plain black with no detailing, or traditional black shadow stripe. Plain black cycle shorts may be worn; however, they should extend closer to the knee than the upper thigh.
Tracksuit / Jogging Bottoms	Plain black with no detailing.
Red T-Shirt	School logo optional.
Red Hooded Jumper	Optional item. A <u>plain</u> hooded jumper may be worn instead, if desired. A branded red hooded jumper is available from the school uniform shop with the school logo. This <u>may not</u> be worn in place of a jumper or cardigan for day-to-day wear.

Swimwear

For swimming lessons, pupils are required to wear appropriate attire. For pupils who prefer one-piece swimsuits, they are considered suitable for participation in all water activities. On the other hand, board shorts are not permitted as part of the swimwear. This policy ensures safety, comfort, and ease of movement for all students during swim sessions.

Where to Purchase School Uniform

Branded items of our school uniform are available from two suppliers:

- [South West Schoolwear](#) (Taunton)
- [MyClothing](#)

Unbranded items are readily available in most supermarkets. We prefer that jumpers/cardigans are worn with the school logo; however, this is not a requirement.

The Friends of Blackbrook School (Parent-Teacher Association) also periodically sell second-hand uniform items. Such events are advertised within the school and on their Facebook page.

Expectations for our School Community

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)

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/carers are also expected to contact their child's class teacher, in the first instance, 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/carers 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 The Oak Partnership's complaints policy

The school will work closely with parents/carers to arrive at a mutually acceptable outcome.

Colleagues

Colleagues will closely monitor pupils to make sure they are in correct uniform, and make class teachers aware if any breaches are identified. The school will give any pupils and families breaching the uniform policy the opportunity to comply, by sending a template notification email in the first instance, but class teachers will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the School Management Team.

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.

The Local School Committee

The Local School Committee 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/carers 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.

Review

This policy will be reviewed yearly by The Senior Leadership Team. At every review, it will be approved by The Local School Committee.