

# School Uniform Policy

Birchwood Community High School

Policy owner:	Alan O'Reilly, School Business Manager
Governing body oversight:	Finance and Audit Committee
Date of approval:	May 2022
Date of next review:	May 2024

## Aims

1. 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.
  - Ensure our school policy meets the statutory guidance set out for schools by the Department for Education.
  - Clarify our expectations for school uniform.

## The cost of our school uniform

2. We will make sure our uniform is available at a reasonable cost, providing value for money for parents and carers. We will do this by:
  - Minimising the number of branded items which are required.
  - Limiting branded items to low-cost or long-lasting items, such as ties, blazers and PE kit.
  - Avoiding specific requirements for items students could wear on non-school days, such as coats and bags.
  - Keeping the number of optional branded items to a minimum.
  - Minimising different uniform requirements for different year groups.
  - Avoiding different uniform requirements for extra-curricular activities, wherever possible.
  - Using methods other than uniform for signaling differences in groups, for example, using house badges.
  - Making sure that arrangements are in place for parents to acquire second-hand uniform items.
  - Avoiding frequent changes to uniform specifications.
  - Consulting with parents and students on any proposed significant changes to the uniform policy
  - Carefully considering any complaints about the policy.

### **Our school's legal duties under the Equality Act 2010**

3. The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.
4. To avoid discrimination, our school will:
  - Avoid listing uniform items based on sex, to give all students 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 students.
  - Allow all students to have long hair (though we reserve the right to ask for this to be tied back, where necessary).
  - Allow all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable.
  - Allow students to wear headscarves and other religious or cultural symbols.
  - Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with Mr C Burrows, Associate Deputy Headteacher (on 01925 853 500), who can answer questions about this policy and respond to any requests

### **Responsibility of governors**

5. The governing body will review this policy and make sure that it:
  - Is appropriate for our school,
  - Is implemented fairly across the school,
  - Takes into account the views of parents and students, and
  - Offers a uniform that is appropriate, practical and safe for all students.
6. The governing body 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 periodically.

### **Responsibility of staff**

7. Staff will monitor students to ensure they are in correct uniform. School staff will always try to work with parents and carers to support students to follow the school uniform policy. Ongoing breaches of our uniform policy will be dealt with in accordance with the Behaviour and Discipline Policy.
8. In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

### **Responsibilities of parents and carers**

9. Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that items are:
  - Clean,
  - Clearly labelled with the child's name, and

- In good condition, suitable for intended use.

10. Parents are also expected to contact Mr C Burrows, Associate Deputy Headteacher (on 01925 853500) if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

11. Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

12. Disputes about the cost of the school uniform will be dealt with in accordance with our school's complaints policy.

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

### **Our school uniform**

14. The following branded items are **required**:

- A school blazer,
- A navy school tie for years 7 to 10,
- A silver school tie for year 11,
- A PE polo shirt,
- A PE skort or pair of shorts, and
- PE socks.

Note: The school changed its logo in 2020 but students can continue to wear uniform with the old logo for as long as they wish.

15. The following branded items are **optional**:

- A PE rugby top,
- A PE quarter zip fleece,
- A knitted V-neck jumper, and
- A school hoodie.

16. The following unbranded items are **required**:

- A white shirt
- Grey trousers, knee length skirt or pinafore.
- White, navy, grey or black socks worn below the knee, or opaque tights in navy, grey or black.
- Black leather (or leather look) shoes

17. The following unbranded items are **optional**:

- Navy PE leggings, and
- Navy Tracksuit pants (plain with no logo).

## Further guidance on specific items

<b>Trousers</b> <ul style="list-style-type: none"> <li>• Formal trousers - school grey standard cut</li> <li>• No zips on pockets</li> <li>• No jeans or chino styles</li> <li>• No elaborate buttons or sequins</li> <li>• Worn with dark socks (black/navy/grey)</li> </ul>	<b>Skirts, tights and socks</b> <ul style="list-style-type: none"> <li>• Students can wear a school grey knee length skirt</li> <li>• No short, narrow pencil skirts</li> <li>• Students who wear a skirt must either wear black, grey or navy opaque tights, or ankle or knee socks in white, black, navy or grey</li> <li>• Socks should be below the knees</li> </ul>
<b>Jumpers</b> <ul style="list-style-type: none"> <li>• Students can choose to purchase a branded V-neck jumper</li> <li>• No crew necks jumpers</li> <li>• No sweatshirt styles</li> <li>• No hoodies to be worn under blazers apart from the school hoodie</li> </ul>	<b>Coats</b> <ul style="list-style-type: none"> <li>• We prefer students to wear a plain outdoor coat with no logos.</li> <li>• A hoodie is not a substitute for an outdoor coat and will be confiscated by school.</li> </ul>
<b>Jewellery, Nails, Make-up and Hair</b> <ul style="list-style-type: none"> <li>• Students may wear one small stud earring in the lobe of each ear</li> <li>• No other jewellery should be worn by students during the school day</li> <li>• Make-up should be natural and kept to a minimum</li> <li>• False eyebrows or lashes (including strips and semi-permanent) of any kind are not permitted.</li> <li>• Hair must be appropriate and not an extreme style</li> <li>• Hair must be a natural colour</li> <li>• Short hair must not contain shaved patterns</li> <li>• Nail varnish is not to be worn in school</li> <li>• Acrylic nails are also not allowed in school</li> <li>• The Behaviour and Discipline policy has more information about the above.</li> </ul>	

## Where to purchase our school uniform

18. For all the branded items included in our school uniform, the retailers are:

<b>Warrington Schoolwear</b> 50-54 Buttermarket Street Warrington WA1 2NN Tel: 01925 576868 <a href="#">Online Shop</a>	Touchline UK Liverpool Road Warrington WA5 1AE Tel: 01925 413777 <a href="#">Online shop</a>
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19. The unbranded items included in our school uniform are widely available.
20. The school keeps a small stock of second hand uniform. Parents and carers who wish to purchase second hand uniform should contact the Polaris team on 01925 853 500.

### **When to wear uniform**

21. Students are expected to wear the correct uniform at all times, other than specified non-uniform days. This includes:

- At all times on the school premises during the school day.
- Travelling to and from school,
- Where required, at out-of-school events or on trips that are organised by the school, or where they are representing the school.

22. Students are also expected to contact Mr C Burrows, Associate Deputy Headteacher (on 01925 853500) before or after school if they want to request an amendment to the uniform policy in relation to their protected characteristics.