



# School uniform policy

## September 2022

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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 sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- › Note that by listing uniform items based on gender, there may be occasion when some pupils choose 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 the way that is appropriate for school yet makes them feel most comfortable. Colouring of hair should be avoided unless on medical grounds or on a temporary basis such as a non-school uniform day.
- › Allow pupils to request changes to swimwear for religious reasons
- › Allow pupils to wear headscarves and other religious or cultural symbols
- › Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the School Office, who can answer questions about the policy and respond to any requests

## 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. For example, only requesting that the school jumper or cardigan features the school logo where possible.
- › Limiting items with distinctive characteristics to low-cost or long-lasting items.
- › Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability.

- 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 leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- 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

## 4. Expectations for school uniform

### 4.1 Our school's uniform

Our uniform consists of:

#### BOYS

- Grey trousers or grey shorts in summer
- White polo shirt – Including the school logo is preferred
- Navy blue school sweatshirt – Including the school logo is preferred
- Black shoes (not trainers)
- Navy blue school T-shirt. An unbranded navy t-shirt is acceptable (for PE)
- Navy blue shorts with optional dark coloured jogging bottoms in winter (for PE)
- Black pumps (for PE)

#### GIRLS

- Grey skirt/pinafore dress/trousers or a red gingham dress/grey shorts in summer
- White polo shirt – Including the school logo is preferred
- Navy blue school sweatshirt or cardigan - Including the school logo is preferred
- Black shoes (not trainers)
- Navy blue school T-shirt. An unbranded navy t-shirt is acceptable (for PE)
- Navy blue shorts with optional dark coloured jogging bottoms in winter (for PE)
- Black pumps (for PE)

#### PRE-SCHOOL

Our pre-school children's uniform is the same as the whole school except for:

- Red sweatshirt – Including the pre-school logo is preferred
- Gold/Yellow polo shirt – Including the school logo is preferred

## GENERAL

- Navy blue book bag available from Broadway First School
- Navy blue PE bag for swimming and PE available from Broadway First School or optional rucksack
- Cap for the summer
- Water bottle (the first one is provided free of charge)
- School fleece/waterproof jacket – optional but really useful for school trips etc
- Jewellery should be limited to one pair of simple earrings (no looped) and a watch. Children will be required to remove earrings independently during PE lessons or have their own supply of coverings for health and safety purposes.
- Long hair should be tied back.

## 4.2 Where to purchase it

Items of uniform that include the school's logo can be obtained from:

The School Shop (Evesham) - [www.theschoolshopuk.co.uk/product-category/broadway-first-school](http://www.theschoolshopuk.co.uk/product-category/broadway-first-school)

My Clothing (online) –

Reception to Year 5 - [www.myclothing.com/collections/broadway-first-school-school-uniform-27002](http://www.myclothing.com/collections/broadway-first-school-school-uniform-27002)

Pre-school – [www.myclothing.com/collections/broadway-first-school-pre-school-uniform-27003](http://www.myclothing.com/collections/broadway-first-school-pre-school-uniform-27003)

Many other standard items can be purchased from a range of clothing outlets and supermarkets.

The school is building a stock of donated uniform from previous pupils. If you are interested in donating or receiving these items then please contact the School Office for more details.

## 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 School Office 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 School Office 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 dealt with by the Pastoral Lead or Headteacher.

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 every two years by the Headteacher. At every review, it will be approved by Full Governing Body.

## **7. Links to other policies**

This policy is linked to our:

- › Behaviour and Discipline policy
- › Equality Policy and Equality statement
- › Anti-bullying policy
- › Complaints policy