Brontë Academy Trust

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Bronte Academy Trust

Haworth Primary School

School Uniform Policy

Reviewed By	Approved By	Date of Approval	Version Approved	Next Review Date
DH / AF	Chair of Governors	1 Sep 26	1	31 Aug 28

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STATEMENT OF INTENT

The school believes that a consistent and well-presented uniform contributes positively to the learning environment by fostering a sense of community, mutual respect and shared responsibility. A common standard of dress helps create a calm, purposeful and welcoming atmosphere in which pupils can focus on learning, feel part of the school community and take pride in their school.

The school believes that a consistent uniform helps to reduce visible differences in clothing choices between pupils and minimises pressure on families to purchase expensive fashion items. By ensuring that pupils dress in a similar way, the school aims to promote inclusion, reduce social comparison and help all pupils feel equally valued members of the school community, regardless of their background or family circumstances.

The school is committed to ensuring that its uniform policy promotes equality, inclusion and belonging for all pupils. The policy has been developed with consideration of pupils' diverse identities, cultures, religions, genders, abilities, body types and socio-economic circumstances. The school will seek to remove barriers to participation wherever possible and will regularly review the impact of the policy on different groups of pupils and families.

Bronte Academy Trust believes that a consistent school uniform policy is vital for:

- Promoting the ethos of a school
- Providing a sense of belonging and identity
- Setting an appropriate tone for education

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

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable, and provides the best value for money for both the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education.

In writing and updating this policy, we have sought to:

- Engage with parents and pupils
- Consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for pupils
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather
- Ensure that the uniform is suitable and safe for pupils who walk or cycle to school
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable
- Ensure the policy is easy to access and understand

1 LEGAL FRAMEWORK

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

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'Schools Admissions Code'
- DfE (2024) 'School uniforms; guidance for schools'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following Trust policies:

- Complaints Procedures Policy
- Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- Pupil Code of Conduct Policy

2 ROLES AND RESPONSIBILITIES

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the Trust's vision and values
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any pupil because 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 in this policy how best value for money has been achieved
- Ensuring compliance with the DfE's 'Costs of school uniforms' guidance

The headteacher is responsible for:

- Enforcing the school's uniform rules 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 letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times
- Where appropriate to their role, disciplining pupils who are in breach of this policy
- Where appropriate to their role, 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 an exemption to the uniform rules for a period of time, with a reason why
- Ensuring that their child's uniform is clean, presentable and the correct size

Pupils 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

3 COST PRINCIPLES

The school will develop its uniform policy in relation to the following starting principles:

- The school will seek to ensure that the uniform is affordable. In doing so, the school will consider the total cost of the school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is in school
- The school will seek to keep the use of branded items to a minimum
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment
- All schools within the Brontë Academy Trust operate a used uniform exchange to support families and promote sustainability. In addition, Oakworth Primary has a permanent used uniform shop that is accessible to all families within the Brontë Academy Trust.

Principles in practice

In accordance with the School Admissions Policy, the headteacher will ensure that the school's uniform requirements do 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
- 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 variations of school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum to ensure that pupils can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

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

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is 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' 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.

4 EQUALITY PRINCIPLES

The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, 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.

Inclusive Appearance and Personal Expression
The school recognises that appearance can form an important part of a pupil's identity, culture, religion, gender expression and personal development. Any decisions regarding hairstyles, headwear, accessories or appearance will be made fairly, consistently and with regard to the Equality Act 2010.
The school will avoid subjective judgements wherever possible and will provide clear reasons where restrictions are necessary for health, safety or educational purposes. Staff will consider individual circumstances before making decisions regarding compliance with appearance expectations.
The school will not prohibit hairstyles associated with racial, cultural or religious identity and will seek to ensure that appearance expectations do not create barriers for pupils with protected characteristics, SEND or additional needs.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that, where appropriate and with pupils' consent, views and advice are sought specifically from pupils, and parents of pupils, who:

- Are transgender or non-binary
- Are of a religious or cultural background that has specific dress requirements
- Have SEND and/or sensory needs

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by case basis by the headteacher and governing board, and always in accordance with the Trust's Complaints Procedures Policy.

Gender

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniforms are as equal in price as possible across items for all genders. This includes:

- Adhering to the procedures laid out in the 'Cost principles' 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 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, stretch 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 har 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.

Body Diversity and Inclusive Sizing
The school recognises that pupils come from a diverse range of backgrounds and have different body shapes, sizes and physical needs. The school is committed to ensuring that all pupils can access a uniform that is comfortable, dignified and suitable for their individual needs.

Where possible, the school will work with suppliers to ensure that a range of sizes and fits are available. Pupils will not be disadvantaged, excluded from activities or treated less favourably because of their body shape, size or physical characteristics.
Where a pupil experiences difficulty accessing suitable uniform items, the school will work with parents and carers to identify reasonable alternatives that maintain the overall aims of the uniform policy whilst supporting the pupil's wellbeing, comfort and participation in school life.

Inclusive Suppliers
The school will ensure that it works with a supplier that acts in accordance with the Trust's values and principles on equality and inclusion.

5 COMPLAINTS AND CHALLENGES

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the Trust's Complaints Procedures Policy.

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

In considering a complaint, parents should be aware that teachers can sanction pupils for breaching the school's rules on appearance or uniform. The school expects this to be carried out in accordance with the school's Behaviour Policy.

6 SCHOOL UNIFORM SUPPLIER

The Trust's current school uniform supplier is:

- Whittakers School wear 5 Low Street, Keighley, BD21 3PJ
- MyClothing 0800 059 0594

The school uniform supplier will accept school uniform assistance vouchers.

The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard style items from the supplier rather than more intricate and unique designs.

7 FINDING AND CONSULTING SUPPLIERS

If the school is considering changing its suppliers and seeks a list of available suppliers, it will consider the following options:

- Research local suppliers
- Consulting with other schools and networks

- Having informal discussions with potential suppliers to help determine the school's own needs

If the school prepares to request bids from potential suppliers, it will consider the following elements:

- What products parents will need
- Existing contractual commitments
- Length of tender process
- The school's evaluation process

8 TEMPLATE DOCUMENTS

Schools will use the DfE's 'Procuring uniform supplies' template documents to ensure that they undergo the procurement process correctly. The templates consist of an invitation to tender, a request for quotation, and a pricing schedule.

Schools will use the invitation to tender template to ask questions of suppliers. Schools will then use the pricing schedule to ask suppliers to submit their prices. Full instructions on how to use the templates are included in each of the documents.

9 UNIFORM ASSISTANCE

The school will support disadvantaged families in meeting the costs of uniforms. School uniform assistance will be provided via a voucher that can be spent on school uniforms. The budget for the school uniform assistance scheme will be derived from pupil premium funds.

For parents to claim school uniform assistance, their children should be eligible for Free School Meals. Eligibility will be determined by checking Bradford Schools Online, which states the pupils who are in receipt of FSM.

Parents will be invited to donate their child's uniform when they no longer need it.

Additional Financial Support
The school recognises that some families may experience financial hardship but may not meet the eligibility criteria for Free School Meals. Where concerns about the affordability of school uniform are raised, the school will consider requests for support on a case-by-case basis.

Support may include access to second-hand uniform, discretionary financial assistance, payment arrangements, referrals to local support services or other reasonable measures designed to reduce financial barriers to participation.

The school is committed to ensuring that no pupil is disadvantaged or excluded from school activities because of difficulties accessing school uniform.

10 NON-COMPLIANCE

Staff will be permitted to discipline pupils for breaching this policy, where relevant to their role, in accordance with the school's Behaviour Policy.

11 SCHOOL UNIFORM

Clothing
The school uniform is as follows:

- Blue sweatshirt or cardigan
- White polo shirt
- Grey or black trousers or knee-length grey skirt
- Sensible, plain black shoes
- School book bag

Pupils who are wearing skirts will also be required to wear black tights.

PE Kit
The school PE kit is as follows:
- Plain white t-shirt
- Plain black shorts
- Plain trainers
- Plain black hoodie

Parents are responsible for ensuring their child brings their PE kit to school when needed.

Jewellery
The school rules on jewellery are as follows:
- One pair of stud earrings may be worn - no other piercings are permitted
- A smart and sensible wrist watch may be worn

Pupils will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons.

Bags
Pupils must use an appropriately sized waterproof bag to carry their books and equipment.

School bags featuring inappropriate images, slogans or phrases will not be permitted.

The school will discourage pupils from bringing valuable bags to school. The school will not be liable for lost or damaged school bags.

Hairstyles and headwear
The school recognises that hairstyles and appearance can form an important part of a pupil's cultural identity, religious observance, gender expression, personal development and sense of self. The school will seek to balance individual expression with the need to maintain a safe, inclusive and purposeful learning environment.
Where concerns arise regarding a pupil's appearance, individual circumstances will be considered before any action is taken, particularly where protected characteristics, SEND, sensory needs or wellbeing considerations may be relevant.
The school does not prescribe specific hairstyles and recognises the diversity of hairstyles worn by pupils. Hairstyles associated with a pupil's race, ethnicity, culture, religion, gender identity or personal circumstances will be respected.
Where restrictions are necessary, these will relate only to circumstances where a hairstyle, accessory or item of headwear:
- Creates a health and safety risk
- Obstructs a pupil's vision or participation in learning
- Contains offensive, discriminatory or inappropriate language, images or symbols
- Is likely to compromise safeguarding requirements

Any concerns will be discussed with the pupil and their family before decisions are made.

Makeup and cosmetics

The school rules on makeup and cosmetics are as follows:

- False nails and nail extensions are not permitted
- Only clear near varnish may be worn
- Temporary tattoos are not permitted
- No makeup is permitted

12 ADVERSE WEATHER

All pupils will be advised to wear weather-appropriate clothing.

For hot temperatures, this includes wearing:

- Tops that cover the shoulder area
- Sunglasses with UV protection when outside
- Sunhat

Pupils will be advised not to wear any jumpers or blazers during heatwaves. If outside during break times, pupils not wearing sun safe clothing will be advised to stay in an area protected from the sun, or spare clothing is provided.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when outside
- Warm jumpers
- Trousers, or skirts and thick tights

13 LABELLING AND LOST PROPERTY

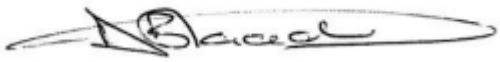
Parents will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be taken to the lost property box.

14 MONITORING AND REVIEW

Declaration of Responsibility. This School Uniform Policy was reviewed and formally adopted by Haworth AGC on

…….1 Sep 26.....Date

 .....Signed Chair of Governors

.....Signed Headteacher