



# Brontë Academy Trust

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## Oldfield Primary School

### School Uniform Policy

Reviewed By	Approved By	Date of Approval	Version Approved	Next Review Date
DH	Chair of Governors	3/10/25	1	3/10/27

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## STATEMENT OF INTENT

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'
- 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

#### **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.

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 uniform is 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 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

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 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 uniform. 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.

## **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:**

Teal cardigan or jumper -with or without logo

White polo shirt- with or without logo

Black or dark grey trousers (joggers are acceptable in Nursery)

Black, grey or school teal pinafore or school skirt

Black shoes

Black or grey tights

PE- Black shorts or joggers, white plain t-shirt, black pumps, trainers, hoodie (black) .

### **Hair, Jewellery and Make-up**

- Children should be well-groomed at all times.
- Children may wear a wristwatch and one plain silver or gold stud can be worn in the lobe of each ear.
- Smart watches are not permitted
- No other piercings are allowed, and must be removed. They must not be left in and covered with plasters.
- No make-up, nail varnish or permanent or temporary tattoos are to be worn

## **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.

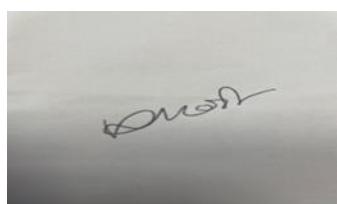
Any lost clothing will be taken to the lost property box.

## **14 MONITORING AND REVIEW**

**Every two years.**

Declaration of Responsibility

This School Uniform Policy was reviewed and formally adopted by Oldfield Primary School on 15<sup>th</sup> October 2025



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Chair of Governors