



Student Uniform Policy 2024-27

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Changes to this edition

Updated section 7 - to include a section for schools to detail how pre-loved items can be accessed and the cost of doing so.

1. Purpose

Barrow Hill Primary Academy believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all students, regardless of their protected characteristics or socio-economic circumstances.

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

2. Aims

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 students, is affordable and is best value for money for the school and students' families.

3. Links other Documents

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

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

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

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2024) 'Developing school uniform guidance'

This policy operates in conjunction with the following Trust and school policies:

- Trust Complaints Procedure
- School Behaviour Policy
- Trust Finance Policy
- Trust SEND Policy
- Trust Charging and Remissions Policy

4. Roles and Responsibilities

The Local Governing Body is responsible for:

- Establishing, in consultation with the Headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any students, by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, students and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- To ensure a fair and equitable process is in place to support families who need assistance with school uniform costs.

The Headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that school staff understand this policy and what to do if a student 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 Local Governing Body.
- Ensuring a process for reasonable adjustments to the School Uniform Policy are in place for students with specific needs.
- Developing and delivering a fair and equitable process to support families who need assistance with school uniform costs.

Staff members are responsible for:

- Ensuring that students dress in accordance with this policy at all times.
- Disciplining students who are in breach of this policy.
- Ensuring that students understand why having a consistent and practical school uniform is important.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the Headteacher if their child requires a more relaxed uniform policy for a period of time or longer term reasonable adjustments.

Students 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.

5. Cost Principles

The school is committed to ensuring that its school uniform is affordable and accessible to all students, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the Headteacher will ensure that the school's uniform policy does 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, students at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of students with protected characteristics that may impact their ability to access the uniform due to costs.
- Looked After Children and Previously Looked After Children.
- Children with Special Educational Needs.

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 student, 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 keeps variations in school uniform for different groups of students, e.g. year group-specific items or house colours, to a minimum where possible to ensure that students can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The school keeps 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, including by virtue of logos, colours, design and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible, e.g. by offering sew- or iron-on logo badges for jumpers that can be bought at retailers instead of requiring special branded jumpers.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective students, and that the best value for money is secured through reputable suppliers.

The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does 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 amend uniform requirements regularly and will take the views of parents and students into account when considering any changes to school uniforms.

6. School Uniform Suppliers

The following branded school uniform items can only be bought from our nominated school uniform supplier:

- School Jumper/cardigan with Logo
- Bookbag

Our supplier of these branded items is:

Gogna Schoolwear and Sports

67/69 Rookery Road
Handsworth
Birmingham
B21 9QU

Tel: 0121 523 5572

Uniform can be purchased online via

<https://www.gogna.me/>

The school will ensure that a written contract is in place with the supplier for branded items.

The school will re-tender the uniform contract every five years, whether changes to the uniform are made or not, in line with the statutory tendering and procurement requirements. The governing board will be able to demonstrate how uniform is procured at the best value for money. 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.

The school does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples.

Where the school is proposing to change suppliers, it will reach out to suppliers by October in the determination year.

7. Uniform Assistance

The school supports vulnerable families in meeting the costs of uniforms by providing access to a pre loved uniform shop at a discounted price and by providing a jumper and cardigan for new reception children as well as a book bag

Families who require assistance should ask at the school office.

The school holds pre-loved school uniforms for children to access. Access to pre-loved uniform items are available on request at the school office.

Parents are invited to donate their child's uniform when they no longer need it so that it can benefit other families.

8. School Uniform

Clothing

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Regular school uniform				
Blue Jumper/Cardigan with Logo	Required	School logo	Branded sweatshirt and cardigan available from school supplier and second hand from school office. Black sweatshirt or cardigan can be bought from regular retailers. Iron-on logo buttons available from school office.	£12-15
White/blue polo shirt	Required	No branding	Available from school supplier, second hand from school office and available from regular retailers.	N/A
Grey/black trousers/Shorts or grey/black skirt/pinafore Blue Summer Dresses are permitted during warmer weather	Required	No branding	Available from school supplier, second hand from school office and available from regular retailers.	N/A
Sensible, plain black shoes	Required	No branding	Available from regular retailers.	N/A

PE kit				
Plain white t-shirt	Required	No branding	Available from regular retailers.	N/A
Plain black shorts	Required	No branding	Available from regular retailers.	N/A
Accessories				
<u>School book bag</u>	<u>Required</u>	<u>School logo</u>	Available from school supplier.	<u>£7</u>

Footwear

Plain Black sensible shoes, heels and strappy sandals are not permitted in school

PE Kit

PE kit consists of black shorts/joggers and a white t shirt.

Jewellery

Permitted jewellery that may be worn is: small stud earrings and a watch

School bag

- Children only require book bag in school

Hairstyles

Long hair should be tired up

Makeup

The school rules on makeup are as follows:

Make up should not be worn in school

9. Non-Compliance

Staff members are permitted to discipline students for breaching this policy, in accordance with the school's Behaviour Policy.

Staff will work with families to support compliance of school uniform

10. Labelling

All students' clothing and footwear should ideally be clearly labelled with their name.

Any lost clothing is to be taken to the lost property box in the office. All lost property is retained and put into the pre loved uniform shop if it is not collected within this time.

11. Adverse Weather

The school reserves its right to make adaptations to the Uniform Policy during adverse weather conditions such as extreme heat or cold.

All students will be encouraged to wear weather-appropriate clothing during adverse weather.

For hot temperatures, this may include:

- Removal of blazers, jumpers and ties
- Wearing of sunscreen with UV protection when outside, where possible; especially during PE.

If outside during break times, especially for primary aged children, students may be advised to wear sun-safe clothing or be advised to stay in an area protected from the sun.

For cold temperatures, students may be advised to wear:

- Warm coats or jackets
- Scarfs, gloves, coats and hats when they are outside.
- Warm jumpers and trousers for PE which, conform to the school's uniform policy.

12. Complaints and Challenges

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

To make a complaint, parents should refer to the Complaints Policy and follow the stipulations outlined.

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

13. Equality

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all students are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any students by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school will ensure that parents and students are consulted over any changes to school uniform, and that views and advice is sought specifically from students, and parents of students, who:

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

The school implements a gender-neutral uniform, meaning that students are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender students are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

The school ensures that students who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual students are weighed against any health and safety concerns for the entire school community.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of students with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these students cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

13. Monitoring and Evaluation

This policy will be reviewed every three years, or in line with DfE Statutory guidance. At every review, it will be approved by the Trust Board and Local Governing Body.

13. Equality Impact Assessment

The Trust will carry out an Equality Impact Assessment in order to ensure that policies, procedures and practices cater for individuals who share protected characteristics in relation to the Equality Act 2010. The purpose of these assessments is to ensure that policies, procedures and practices within the organisation are fair to all. If unfairness

is highlighted, the assessment will also seek to show how this can be changed and, where it can't be changed, how it can be improved.

The Trust will monitor the impact of the policy to assess whether there is evidence of a detrimental impact on anyone with a protected characteristic as a result of the application of this policy. The assessment will include consideration of adaptations or changes which can be made to address any issues identified.

Uniform Assistance Application Form

Children who attend **Barrow Hill Primary Academy** are eligible for school uniform assistance if they:

- Are in receipt of Pupil Premium/Free school meals

This scheme is open to children in **Years Reception to Year 6** Details of what can be provided and how the process works is provided below:

- Once the attached form is completed then the Headteacher will decide how much the school can contribute

Part 1: Details of parent

Your full name:	
Title:	
National insurance number:	
Address:	
Postcode:	
Mobile no.:	
Landline no.:	
Email address:	

By supplying us with a phone number or email, you agree to being contacted to let you know if you are eligible.

Part 2: Details of each dependent child you are applying for

Surname	Other names	Date of birth

Please read this declaration before you sign it

- I declare I am the parent of the child(ren) that I am applying for.
- I declare that all the information I have given is correct and complete to the best of my knowledge.
- I have enclosed original documentation to prove that I am in receipt of one of the benefits listed at the top of this form.

- I am aware that I have a duty to notify the school in writing immediately of any changes in my circumstances which might affect my entitlement to school clothing assistance.
- I understand that information taken from this form will be stored electronically on the school's computers. The school is permitted to do this under the UK GDPR and Data Protection Act 2018. A copy of the school's registration is held for inspection.

Your signature: _____ Date: _____

Please return this completed for to the school office.

What happens next?

If you apply for school uniform assistance and qualify, a voucher will be sent to you for each of your children during the week of [date](#). If you do not qualify for the payment, we will let you know by letter and phone and explain why.