



Uniform Policy

Author	Written / Reviewed	Next Review
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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:

- Avoid listing uniform items based on sex, to give all pupils 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 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
- 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 Head of either school 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 to only the school jumper
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes

- Keeping the number of branded items to a minimum, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for extra-curricular activities except those provided by the school
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes

4. Expectations for school uniform

4.1 Our school's uniform

Shenstone Lodge Site

- Branded school jumper: Available from blueprint designs
- Light Blue polo shirt (Shenstone Lodge site only)
- Black / Grey Trousers, jogging bottoms, or skirt (with Black Tights)
- Flat Black Shoes or black trainers
- Extreme hairstyles including patterned cuts and colours are not permitted

The Brades Lodge Site

- Branded School Jumper: Available from blueprint designs
- White school shirt
- Black / Grey trousers or skirt (with Black Tights)
- Flat Black shoes or black trainers.
- Extreme hairstyles including patterned cuts and colours are not permitted

The school will provide other specialist clothing items including PE and sports kit and where necessary Personal Protective Equipment for Specialist Learning Environments and outdoor education.

All uniform and personal clothing and equipment should be labelled clearly with the student's name.

All electronic devices including telephones, tablets and speakers should be handed in on arrival. KS4 are permitted to keep these on them to learn about responsible use.

4.2 Where to purchase it

- All Non branded items can be purchased widely in supermarkets and high street stores.
- Branded items can be purchased through <https://www.blueprint-designs.co.uk/product-category/schoolwear-uniforms>

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 head of school 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 head of school if they want to request an amendment to the uniform policy in relation to:

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

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.

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 three years or if there have been significant challenges to it by Simon Hobbs, Head of School (The Brades Lodge). At every review, it will be approved by the Senior Leadership team.