

<i>Policy reviewed every two years by Pupil Development Committee_(Website)</i>	November 2025
<i>Policy to be reviewed</i>	November 2027

# School uniform policy

Bower Grove school



All pupils at Bower Grove School have an Education Health Care Plan (EHCP) and have been diagnosed with Autism, ADHD, Learning Difficulties or SEMH needs. This policy has been written to incorporate their needs along with the legal guidelines and principles.

## 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

## 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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex or gender.
- Allow pupils to wear religious garments including headscarves
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs. For example, adapting to wear trousers made from a different type of material but are the same colour as the uniform requires.
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the Assistant Headteacher of the child's phase, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

## 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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- Avoiding different uniform requirements for different year/class/house groups

- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters, labels or wristbands
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

## Expectations for school uniform

Our school uniform consists of the following items:

- White shirt, blouse or polo shirt \*
- Black or grey trousers, shorts, skirts, skort or culottes
- Bower Grove branded jumper, cardigan, sweatshirt, or fleece preferred (\*optional to wear navy blue non branded)
- Sensible all black shoes or trainers
- Light blue and white checked summer dress

*\* these do not need to be branded*

Optional

Bower Grove jacket or fleece or outdoor coat

Outdoor clothing, such as hoodies, hats scarves or gloves may be worn as outdoor clothing only.

## PE Kit

- White school polo shirt or plain white T-shirt \* (Pupils will be required to wear a House coloured T Shirt for some events such as Sports Day)
- Plain black or navy shorts (or PE skirt/skort)
- Trainers/plimsolls
- Short white socks (optional)

*\* these do not need to be branded*

## Where to purchase it

All of our school uniform is available from the suppliers Brigade Clothing LTD from [www.brigade.uk.com](http://www.brigade.uk.com). Some uniform stock is available at the School Office. However, non-branded items including skirts, shorts, trousers, skorts, white polo shirts can be purchased from any high street retailer.

## Expectations for our school community

## **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 Mrs M Cleave, Headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

## **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 and carers are also expected to contact Mrs M Cleave, Headteacher 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 and carers 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/carers to arrive at a mutually acceptable outcome.

## **Jewellery and nails**

To maintain a safe and appropriate learning environment, pupils are not permitted to wear Jewellery in school. This includes any earring other than one stud per ear. Facial and body piercings are not permitted in school.

Pupils are not permitted to wear fake acrylic, gel or nail extensions in school. Nail polish including clear, coloured or decorative designs is not allowed.

Pupils who arrive in school wearing fake nails or nail polish will be asked to remove them.

This policy is in place to ensure health & safety for every classroom environment such as practical lessons, uniform standards and fairness and consistency to reduce distractions in the learning environment.

## **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 phase Assistant 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.

## **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/carers 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.

## **Monitoring arrangements**

This policy will be reviewed every 2 years. At every review, it will be approved by Pupil Development Committee.

## **Links to other policies**

This policy is linked to our:

- Responses policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy