School Uniform Policy

October 2024

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Version	Date	Comments	Author
1	9/10/2024	New Policy – taken from The Key Model Policy	Viv Dean

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Related Policies:	• Behaviour policy • Equality information and objectives statement • Anti-bullying policy • Complaints policy
Statutory Guidance and related documents	• See section in the Policy

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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 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 students 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 students
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow students to wear headscarves and/or other religious garments
- Allow students with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents/carers to get in touch with the Heads of Centre who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 (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:

- Providing students with the items with the school logo with the option to purchase more Polo Shirts if parent/carers wish to.
- All other items that are required are not branded and are widely available.
- For students in Primary and KS3 having the majority of the uniform as close to mainstream schools as possible so that parent/carers can use the same items when students are admitted and when they are re-integrated into other schools.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for school uniform

4.1 Our school's uniform and dress code

All students are expected to follow the school dress code. If there is a problem with the dress code please inform the school and we will provide support to help students follow it.

The details of the school Uniform are in Appendix A

- Students are expected to bring a bag to school with equipment and home learning materials.
- Students are not allowed to wear excessive make up.
- Jewellery is not allowed with the exception of small earrings.
- All items should be labelled.

4.2 Where to purchase it

There are no items that need to be purchased from a specific retailer.

5. Expectations for our school community

5.1 Students

Students 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 (if required), or where they are representing the school (if required)

Students are also expected to contact Heads of Centre 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/carers are also expected to contact the Head of Centre 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/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.

5.3 Staff

Staff will closely monitor students to make sure they are in correct uniform. They will give any students 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 lead to sanctions.

In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

5.4 Management Committee

The Management Committee 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 students
- Offers a uniform that is appropriate, practical and safe for all students

6. Monitoring arrangements

This policy will be reviewed triennially by the Headteacher. At every review, it will be approved by the Chair of the Management Committee

Appendix A: Brent River College School Uniform

Primary

All students are expected to follow the school dress code. If there is a problem with the dress code please inform the school and we will provide support to help students follow it.

Students are expected to wear our school uniform which consists of:

- White Polo Shirt or shirt
- Black School Jumper
- Black School Trousers
- Black Plimsols
- P.E. kit (white t-shirt, plain black shorts / joggers, appropiate trainers).

Pupils must have appropiate kit for P.E otherwise they will not be allowed to participate in the lesson. P.E kit can be kept in school.

All clothes should be labelled.

KS3 School Uniform

All students must wear the school uniform during school hours and when travelling to and from school.

Provided by the school:

BRC Jumper

Provided from Home:

Black trousers or Skirt of an appropriate length
Black shoes
White school shirt

KS4 School Uniform

All students must wear the school uniform during school hours and when travelling to and from school.

Provided by the school:

BRC Tracksuit top
BRC Polo shirt
BRC Jumper

Provided from Home:

Black trousers or Skirt of an appropriate length
Black Footwear