



# **School Uniform Policy**

**September 2022**

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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
- Make reasonable adjustments to our policy for pupils with SEND.
- Allow for adaptations to our policy on the grounds of equality by parents/carers to get in touch with the Headteacher, 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 (items that require the school logo) 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:**

- Limiting any items with distinctive characteristics where possible. For example, by only asking that a limited number of items have to have the school logo on.
- Avoiding specific requirements for items that pupils could wear on non-school days, such as coats and rucksacks.
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for different groups
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents 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 uniform

**Winter Uniform**

Bramber jade sweatshirt or cardigan, embroidered with the school logo

White polo shirt

Grey skirt, pinafore dress, shorts or trousers: smart and tailored.

White, black or grey socks or white/grey/jade tights

**Summer Uniform - optional**

Jade and white striped/check dress. This is optional for the summer months.

*The children should wear dark-coloured sensible shoes to school. Reception children require wellies too.*

**P.E. Kit**

P.E. bag (when required)

Bramber black PE T-shirt, embroidered with the school logo

Black shorts

Black slip on plimsolls or trainers. These should ideally be plain in colour. No Hi-top canvas trainers.

Black tracksuit/jogging bottoms and sweatshirt for outdoor PE

**Bags**

In Key Stage 1 and Reception, a Bramber book bag is required.

In Key Stage 2, a rucksack can be used.

**Hairstyles and Jewellery**

Hair needs to be smart and appropriate for school.

Hair dye is not permitted

For health and safety, hair should be tied back.  
Hair accessories should be minimal and appropriate for school.

### **Year 6, Lead Learners and House Captains**

Lead Learners and House captains will have uniform that indicates their role in school. This will be provided by the school.

In the summer term, Year 6 children can wear a black 'Leavers' Hoody' instead of the Jade sweatshirt/cardigan. This is optional and partly funded by Friends of Bramber.

## **4.2 Where to purchase it**

- Bramber uniform can be obtained from Broadwater Sports, Worthing.  
<https://www.broadwatersports.co.uk/>
- Uniform without the Bramber logo can be purchased from a widely from 'high-street- retailers and supermarkets.
- Friends of Bramber (FOB) organise a second-hand uniform purchasing system. Details can be found on the FOB Facebook page or via the school office.

# **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, unless a different dress code has been specified.

## **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 expected to contact the 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 are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's usual complaints procedures.

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 does not improve.

Ongoing breaches of our uniform policy will be dealt with by the Headteacher or another member of the Senior Leadership Team.

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 governors 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 governors will make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money by reviewing, and possibly re-tendering, contracts with uniform suppliers at least every 5 years.

## **6. Monitoring arrangements**

This policy will be reviewed every three years. At every review, it will be approved by the full governing body.

## **7. Links to other policies**

This policy is linked to our:

- Behaviour policy
- Equality information and objectives
- Anti-bullying policy
- Complaints policy