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School Uniform Policy

ACTION	DATE	COMMENT
Last Approved	October 2022	Amended and approved March 24, swimming attire
Next Due Review	February 2026	Clarification of uniform expectations NB Updated June 26 to reflect previously agreed option of jade green pe tshirt

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1. Aims

Our policy on school uniform is based on the belief that we are pleased to wear a uniform as it promotes a sense that every child belongs and that we are a community¹. The uniform promotes the importance of school and signifies to pupils that they are all equal, key stakeholders. Our school uniform is practical, smart, and designed with health and safety in mind, whilst also supporting the school's commitment to inclusion.

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 See 4.1 below.
- 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 write to the Headteacher at the school address or via admin@bithambrook.wilts.sch.uk.

¹ [Bitham Brook Strategic Plan](#)

3. Limiting the cost of school uniform

Analysis of the school context shows that typically numbers of pupils in receipt of FSM or described as Ever 6 is below National Average, and that the area is described as being less deprived than others throughout England. However, the pupil base is in the middle quintile, average deprivation. It is important to note, however, that due to the comprehensive nature of the school, we want to ensure affordability for all families when it comes to uniform, hence the number of measures that we have put in place to help reduce cost, whilst also maintaining a traditional feel and business-like manner within our uniform.

Our school has a duty to make sure that the uniform we require is affordable and in line with statutory guidance².

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 where possible
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- 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 or labels
- 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 and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

² [Department for Education Statutory Guidance for Cost of School Uniforms dated 19th November 2021](#)
Bitham Brook School Uniform Policy

4. Expectations for school uniform

4.1 Our school's uniform and suppliers

Table 1 is a brief summary of the school's expectations and Table 2 shows examples of items of school uniform³. Please note that our current school suppliers are Trowbridge Schoolwear⁴ and MyClothing (online)⁵, however, the table below notes where items can be purchased elsewhere. It is important that your child comes to school in clothing that is practical and washable as they will be involved in some messy activities, such as work with clay or paint. Second hand uniform is available to purchase via the Friends of Bitham Brook Facebook page and is regularly available at the fayres run by FOBBS throughout the year.

Table 1. A brief summary of the school expectations for school uniform.

Ser.	Purpose (when required)	Item	Colour	Description	Alternative supplier
1	Normal School Day	Trousers, pinafore dress or skirts	Grey/black	Plain school uniform labelled items. Shorts and skirts should be of an appropriate length, in-keeping with our smart dress code. They should be long enough so fingertips do not sit below the length of the shorts when standing upright with straight arms. Plain, black, non branded leggings may also be worn as an alternative.	These can be purchased from any children's clothes shop, chain store or supermarket.
2	Normal School Day	Polo Shirt	Green (Official) White (Alternative)	The official polo shirts can be bought from the school suppliers although plain white/jade green non-branded polo shirts can be used as an alternative.	Alternative suppliers for white/jade green polo shirts Children may also wear non-branded white/jade green polo-shirts as an alternative to the official green Bitham Brook ones.

³ Note that logos shown on items are for positional purposes only. Bitham Brook Primary School specific logos are similar to the image at the start of this policy.

⁴ Trowbridge Schoolwear, 51 Stallard Street, Trowbridge, BA14 8HP

⁵ Online - <https://myclothing.com/collections/bitham-brook-primary-school-13291>, Facebook - www.facebook.com/myclothingltd

					NB Jade green non-Bitham branded polo shirts now available from Asda
3	Normal School Day	Shoes	Black	Sensible school shoes should be worn and trainers are not permitted.	These can be purchased from any children's clothes shop, chain store or supermarket.
4	Normal School Day	Sweatshirts		The official sweatshirts can be bought from the school suppliers and second hand uniform is available through FOBBS	
5	Normal School Day	Cardigans		The official cardigans can be bought from the school suppliers and second hand uniform is available through FOBBS	
6	Normal School Day	Fleeces		The official fleece can be bought from the school suppliers and second hand uniform is available through FOBBS	
7	Normal School Day	Socks	Any	Socks must be practical, non-branded (white, black or grey)	These can be purchased from any children's clothes shop, chain store or supermarket.
8	Normal School Day	Hairstyle	No vivid colouring	Parents are asked to note that their children should have their hair styled or cut in a reasonable way. Extreme hair styles are not acceptable. Exemptions on medical grounds will be permitted subject to parent/carer request and review of information provided.	N/A
9	Normal school day and Physical Exercise (PE)	Jewellery and Makeup	N/A	Jewellery, make-up and high-heeled shoes should not be worn to school. If your child has pierced ears, studs should be worn as earrings can be hazardous in some activities. During PE lessons children wearing studs or earrings will be required to remove them for safety reasons. If this is not possible, tape will be provided to cover studs. If possible, children should not wear earrings to school on PE days nor on swimming days. Pupils are not permitted to wear false nails in school.	N/A
10	PE	T-shirt	White	A plain white or jade green t-shirt.	N/A

				Bitham Brook Primary School jumper to be worn on-top (not their own hoodie)	All major clothes stores/supermarkets stock white tshirts and a number offer jade green tshirts eg https://tuclothing.sainsburys.co.uk/product/tuc142404078 https://direct.asda.com/george/school/sports-swimwear/jade-green-crew-neck-school-t-shirt-2-pack/GEM895449-99358,default,pd.html?clr=Jade+Green
11	PE	Shorts, tracksuit trousers or leggings	Black (any logo must be discreet)	Shorts should not be tight and should be of an appropriate length, in-keeping with our smart dress code. They should be long enough so fingertips do not sit below the length of the shorts when standing upright with straight arms. Very short, gymnastic style shorts are not suitable for school.	
12	PE	Plimsolls or trainers	Black plimsolls No restriction on trainers	Plimsolls / daps are most suitable for younger children as they are easier to put on and take off; most indoor PE will be done barefoot. Children may wear trainers to school if they are black. If their trainers are not black, they must wear school shoes and change into their trainers for PE only.	
13	Normal School Days	Bags	NA	Each child receives a book bag when they join the school in Reception, additional/replacement book bags are available from the school office but are not obligatory – any bag can be used by pupils, provided it is appropriate for primary school aged children	
14	Normal School Days	Water Bottles	NA	Pupils can use any water bottle appropriate for primary school aged children	
	Normal School Wear on	Children in KS2 will go swimming as part of the PE curriculum, with a different year group participating each term, usually on a Thursday. On swimming days your child will need to wear their normal school uniform and bring in their swimming kit, towel and goggles (if worn) in a separate bag. Please note that appropriate swimwear for Bitham Brook swimming lessons is a one piece			

	Swimming Days	swimsuit, two piece swimwear is not permitted. Shorts/trunks specifically designed for swimming (ie not baggy shorts) are advised.
	Normal School Wear on PE days	Children should wear their PE kit to school on PE days, with the school cardigan/sweatshirt/fleece over the top. It may be useful to have a pair of tracksuit bottoms to keep your child warmer during colder months.

Table 2. Photographic examples of uniform (note the Bitham Brook logo is different)

Item	Photo	Item	Photo	Item	Photo
Polo Shirt (Green)		Sweatshirt (Green)		Cardigan (Green)	
Skirt		Trousers		Plimsolls	

Sample swimwear



4.3 Financial considerations

In the event of financial issues, please contact the Family Support team or school office to discuss options available and how school may be able to support the provision of school uniform.

4.4 Second Hand Uniform

- Second hand uniform can be purchased via the Friends of Bitham Brook Primary School (FOBBS) Facebook page, members will pick up messages sent via Facebook and deal with queries raised. FOBBS also sell second hand uniform at the regular school fayres held throughout the school year.

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)
- All requests for an adaptation to this policy must be made in writing to the Headteacher at the school address or via admin@bithambrook.wilts.sch.uk 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

All requests for an adaptation to this policy, or exemptions from it, must be made in writing to the Headteacher at the school address or via admin@bithambrook.wilts.sch.uk 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.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints procedure which can be found on the school website.

The school will work closely with parents and carers to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. Parents/carers and pupils have been informed of our expectations and it is expected that pupils comply or that any uniform issues are raised with the class teacher/school office in exceptional circumstances e.g. trousers rip on the way to school.

Ongoing breaches of our uniform policy will be addressed accordingly.

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, in accordance with the guidance provided in the Wiltshire County Council Finance Manual for LA Maintained Schools, Section 7.

6. Monitoring arrangements

This policy will be reviewed every three years by the Headteacher. Following review, it will be presented to full governing body for approval.