



# UNIFORM 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

Wearing a smart uniform fosters a sense of belonging and pride. Our uniform is economical and hard-wearing, with most items available from high street shops and supermarkets. We are offering greater flexibility and affordability to our parents with more options around non-branded 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 (in line with the Halo Code, we recognize and celebrate the right of staff and pupils to embrace all Afro-hairstyles and acknowledge that textured hair from all cultural backgrounds is an important part of a person's racial, ethnic, and religious identity, and may need specific styling for hair health and maintenance)
- 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 a Senior Leader, who can answer questions about the policy and respond to any requests

### **3. Limiting the cost of school uniform**

We have a duty to make sure that our school uniform 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 need a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring 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 and 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
- 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 leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling 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

### **4. Expectations for school uniform**

#### **4.1 Our school's uniform**

All children are expected to wear uniform as this builds a positive identity towards the school and learning.

Our school uniform is smart and practical for daily activities. We want our children to be recognised in the wider community and be proud to wear the Bush Hill Park School uniform.

**Daywear for top half:**

- Sweatshirt
- Cardigan
- Fleece
- Polo Shirt
- Short or long-sleeve shirt

**Clothes not permitted:** No hooded tops and clothing with slogans are allowed

**Daywear for bottom half:**

- Junior Skirt
- Junior Trousers
- Heart Grey Pinafore
- Banner Essex shorts

**Shoes:**

- Comfortable, supportive, and practical black footwear, no higher than the ankle bone.
- Plain and unbranded black trainers are permitted with no brands or markings.

**Shoes types not permitted:** High heeled shoes or shoes unsuitable for playtime and running

**Accessories:**

- Gingham Summer Dress
- Cotton tights
- Ankle socks

**4.2 PE Kit:**

- White PE T-Shirt
- Bottle cotton shorts
- Bottle Shadow Stripe Shorts
- Bottle Jogging Bottoms
- Bottle Plain Crew Neck Sweatshirt
- Black Plimsolls

**4.3 Swimming:**

- One-piece swimsuits with racer back
- Tankini with racer back
- One-piece swim suit with long sleeves and legs
- Swimming trunks or shorts above the knee
- Swimming hat if needed

**4.4 Other items:**

- Religious headwear - should be bottle green, grey, or black

- Hats – school baseball caps should be worn during the summer months and hats worn during the winter months to keep warm can be any colour but only worn outside the school building
- Coats and jackets - can be any colour, ensuring they are warm and waterproof where needed depending on the season, and should be removed once inside the school building
- Earrings – Only stud earrings are allowed. Hooped or dangly earrings, rings, necklaces or bracelets are not permitted. However, certain items of jewellery required for religious reasons may be worn with permission
- Tattoos – no tattoos or temporary tattoos allowed

For more information about our uniform, please visit our uniform webpage at <https://www.bushhillpark.enfield.sch.uk/parents/uniform>

## 4.5 Where to purchase it

Most of the main items of our uniform do not require the school logo, so can be bought at alternative retailers of your choice. We recognise that many parents opt for logo items, so branded items are available from:

Name: Smiths Schoolwear

Address: 155-157 Lancaster Road, Enfield EN2 0JN

Online: [www.smithschoolwear.co.uk](http://www.smithschoolwear.co.uk)

In store: Monday-Friday 9am-5.30am, Saturday 9am-5pm, Closed on Sunday

We have made efforts to ensure our uniform is not expensive and we thank parents for their support. However, if you have difficulties purchasing school uniform items, please speak to our Welfare and Community Engagement Manager or Parent Support Advisor. They may be able to help signpost pre-loved uniform sales or when the sale of second-hand uniform may be taking place.

## 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 a Senior Leader if they want to request an amendment to the uniform policy in relation to their protected characteristics. Permission will always be sought from the Headteacher.

## 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 can 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 but we ask you to speak to a Senior Leader in the first instance.

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 alert the Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Headteacher with reference to this Uniform Policy and the Behaviour for Learning Policy.

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. It is the Headteacher's decision whether concessions will be made for children with particular needs or where families have known financial pressures.

Please note that we are not responsible for lost property or uniform on school premises.

## 5.4 Governors

The governing body 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 governing body will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, and will monitor the re-tendering contract approximately every 5 years.

## **6. Monitoring arrangements**

This policy will be reviewed every 3 years and will be considered and monitored by the Senior Leadership Team and the Resources Committee.

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

This policy is linked to our:

- Behaviour for Learning Policy
- Equality Diversity and Inclusion Policy
- Anti-Bullying Policy
- Complaints Policy