## BIRCHENSALE <br> Birchensale Middle School uniform policy

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## 1. Aims

This policy aims to:

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## 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:
$\checkmark$ 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
$\checkmark$ Make sure that our uniform costs the same for all pupils
$\checkmark$ Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
$\checkmark$ Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable
$\checkmark$ Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
$\checkmark$ Allow pupils to wear headscarves and/or other religious garments
$\checkmark$ Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
$\checkmark$ Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Ms Rachel Smith, 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 on the cost of school uniform.

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:
$\checkmark$ Is available at a reasonable cost
$\checkmark$ Provides the best value for money for parents/carers
We will do this by:
$\checkmark$ Carefully considering whether any items with distinctive characteristics are necessary
$\checkmark$ Limiting any items with distinctive characteristics where possible
$\checkmark$ Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
$\checkmark$ 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
$\checkmark$ Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
$\checkmark$ Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
$\checkmark$ Avoiding different uniform requirements for different year/class/house groups
$\checkmark$ Avoiding different uniform requirements for extra-curricular activities
$\checkmark$ Making sure that arrangements are in place for parents to acquire second-hand uniform items
$\checkmark$ Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes

## 4. Expectations for school uniform

### 4.1 Our school's uniform




$\checkmark$ The school hold a stock of uniform and shoes; if students attend school dressed inappropriately, they will be expected to borrow items and change. We reserve the right to either send a student home or place them in isolation until the uniform has been rectified.

## $\checkmark$ At no time must students wear hoodies, baseball caps, or any other headwear (expect for religious purposes) during school time on the school site.

## Bags/Equipment

$\checkmark$ All students are required to carry a suitable bag to transport their learning journal, books, equipment and PE kit. Pupils are responsible for their possessions at all times during the school day.
$\checkmark$ All students must have the basics of a pen, pencil, rubber, sharpener, ruler, calculator and their Learning Diary for everyday and each lesson.

## Hairstyles

$\checkmark$ Hairstyles should be in keeping with a formal place of work, unnatural hair colours, extreme hairstyles and patterns shaved into the hairstyle are not permitted. No shaved undercuts. Grade 0, 0.5, 1 are not permitted. The shaving of lines into the eyebrow or hair line is not acceptable.
$\checkmark$ Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during practical lessons.

## Jewellery

$\checkmark$ Only one small stud earing per ear, worn in the lower ear lobe is permitted. Ear widener/expander such as spike is not permitted. No other facial piercings are permitted. One signet ring on a hand, no bangles or bracelets to be worn.

## Makeup, Nails and False Eye Lashes

$\checkmark$ Make is not to be worn, the pupil will be asked to remove it. Fake nails/tips and coloured nail polish are not permitted in school. No false eye lashes.

## Mobile Phones and Smart Watches

$\checkmark$ Mobile phones and Smart Watches are not permitted in school and if they are seen they will be confiscated. We do understand that some students need to carry a phone on the way to and from school however, once in school they must be switched off and in their school bag.
$\checkmark$ Parents will be asked to collect the device and invited into school for a meeting if there are repeated incidents where the student's device is seen; the student may face a fixed term exclusion for persistent refusal to follow this school rule. The school prides itself on keeping students safe and our stance on phones and electronic devices is to ensure that the misuse of these items is prevented.
$\checkmark$ Smart Watches are not permitted in school.

## 5. Where to obtain Logo items:

We often have second-hand uniform, for example:

- Our (PTA) will arrange a second-hand uniform sale
- We donate uniform to Redditch Uniform Exchange | Facebook


## ORDERING UNIFORM:

# Unit 30 Dunlop Road 

## 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:
$\checkmark$ On the school premises
$\checkmark$ Travelling to and from school
$\checkmark$ 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 Ms Rachel Smith 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:
$\checkmark$ Clean
$\checkmark$ Clearly labelled with the child's name
$\checkmark$ In good condition
Parents are also expected to contact Ms Rachel Smith if they want to request an amendment to the uniform policy in relation to:
$\checkmark$ Their child's protected characteristics
$\checkmark$ 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:
$\checkmark$ Resolved locally
$\checkmark$ 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 doesn't improve.
Ongoing breaches of our uniform policy will be dealt with by Mr Kearnes
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:
$\checkmark$ Is appropriate for our school's context
$\checkmark$ Is implemented fairly across the school
$\checkmark$ Takes into account the views of parents and pupils
$\checkmark$ 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.

## 6. Monitoring arrangements

This policy will be reviewed every two years

## 7. Links to other policies

This policy is linked to our:
$\checkmark$ Behaviour policy
$\checkmark$ Equality information and objectives statement
$\checkmark$ Anti-bullying policy
$\checkmark$ Complaints policy


[^0]:    $\checkmark$ Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
    $\checkmark$ Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
    $\checkmark$ Clarify our expectations for school uniform

