

School Uniform Policy

Policy Monitoring, Evaluation and Review

This policy is effective for all Schools within The Mead Educational Trust, the Teaching School, the SCITT and all other activities under the control of the Trust and reporting to the Trust Board.

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Revision History:

Version	Date	Author	Summary of Changes:
1.0	Feb 2023	ET	New policy
2.0	Nov 2024	TH	Inclusion of the Equality and Human Rights Commission's guidance on preventing hair discrimination in schools.
2.0	Dec 2024	HW	Inclusion of school specific guidance based on trust guidance and template.

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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 expectations, and thus costs, are the same for all pupils within the school
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back) and coloured hair (as deemed appropriate by the School).
- Allow an inclusive environment by adopting The Equality and Human Rights Commission's guidance on [preventing hair discrimination in schools](#).
- Allow pupils to request changes to swimwear for religious reasons. Schools will consider each request individually and make reasonable adjustments where possible. It will remain the School's decision to allow any change
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for potential adaptations to our policy on the grounds of equality and protected characteristics by asking pupils or their parents to contact either their year team, using the pastoral e-mail addresses or Miss H Walker hwalker@brook-tmet.uk who can answer questions about the policy and respond to any requests

3. Limiting the cost of School uniform

Brook Mead Academy 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 must have a School logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and may limit parents' ability to 'shop around' for a low price.

With this in mind, we will make sure that our uniform:

- Is available at a reasonable cost
- Limits the number of branded items required
- Provides the best value for money for parents/carers

We will do this by:

- Limiting the number of items with distinctive characteristics. Items with distinctive characteristics which should be worn include: school blazer, school tie, school skirt (though unbranded trousers are an alternative option), PE t-shirt.
- Including school shoes rather than trainers.
- Having non-compulsory items such as: the PE jumper, PE shorts and the GCSE and CNAT PE kit.
- Banning the use of branded joggers or shorts during PE and promoting unbranded, plain items.
- Including coats on our uniform policy, which are much longer lasting than hoodies, sweatshirts and sports jackets.
- Having a small number of non-uniform days included within the academic calendar.
- Avoiding specific requirements for items pupils should wear on trips or during extra-curricular activities.
- Considering accessibility to specialist clothing or equipment during school trips.
- Avoiding frequent changes to the school uniform policy.
- Including opportunities within the academic year to swap second-hand uniform for new uniform.
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.
- Ensuring that uniform supplier arrangements give the highest priority to cost and value for money (including the quality and durability of the garment).

4. Expectations for School uniform

4.1 Our School's uniform

- A branded: school blazer, school tie, PE top, additional PE top for GCSE or CNAT PE.
- Optional branded items: PE jumper, PE shorts, school skirt.
- Generic items: dark grey plain school trousers, green v-neck jumper.
- Jewellery must be discrete and limited to: a single pair of earrings (no larger than a 2p coin),
- Expectations for jewellery and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010)
- Expectations for shoes, bags and coats
- Which items are only required in specific circumstances or at certain times of the year

Note – in order to comply with the DFE guidelines, the expectations should reflect the principles set out in section 3

4.2 Where to purchase it

- Parents and carers can obtain branded uniform items, outlined above, from uniform direct (either online or in store). Other items, which are unbranded can be purchased from a range of high street retailers including some large supermarkets with a clothing section.
- Families may request a uniform exchange directly with the pastoral teams in school, if there are financial challenges. Parents and carers should contact the pastoral team for their child's year group if they require support.

5. Expectations for our School community

5.1 Scholars

Our scholars wear the Brook Mead Academy uniform with pride. The uniform is an important part of our School's identity and standing within our community. We ask that scholars wear their uniform correctly at all times including:

- 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 Brook Mead Academy (if required)

5.2 Parents and carers

We ask that Parents and carers work in partnership with the school by ensuring that 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 may email Miss H Walker (Assistant Principal for Behaviour – hwalker@brook-tmet.uk) if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

The school is committed to working with parents to resolve any concerns regarding school uniform. Parents are asked to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner and the school will work closely with parents to arrive at a mutually acceptable outcome. Any disputes about the cost of uniform will be:

- Resolved locally
- Dealt with in accordance with our Trust's complaints policy

5.3 The School

The school will ensure that the expectations for scholars and for parents and carers are clearly communicated; the school uniform policy will be published on the school's website, and be made available for all parents, including parents of prospective scholars.

To support parents and families the school will:

- assess the overall cost implications of the uniform policy for parents and carers
- ensure that uniform supplier arrangements give the highest priority to cost and value for money (including the quality and durability of the garment).
- put in place arrangements for parents and carers to acquire second-hand uniform items.

The school will work proactively with parents and scholars to ensure that uniform expectations are met. Where a scholar is not wearing the expected uniform, the school will put in place support to rectify this, for example through the loaning of uniform if this is required and school have access to this. Where accessing uniform is not a barrier and where appropriate, the school will apply the use of sanctions as outlined in the school behaviour policy.

6. Monitoring arrangements

This policy will be reviewed every 2 years by our Schools Director. At every review, it will be approved by the Executive Team.

7. Links to other policies

This policy is linked to our:

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