

Brackenwood Junior School

Supporting pupils with medical conditions policy

December 2023

Approved by:	Headteacher	Date: 14.12.23
Approved by Governors:	Governors	Date:
Next review due by:	December 2024	

STATEMENT OF INTENT

Brackenwood Junior School believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

LEGAL FRAMEWORK

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- LGBTQ+ Policy
- Tendering and Procurement Policy

ROLES AND RESPONSIBILITIES

The governing board is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

COST PRINCIPLES

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will consider the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics.

Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible, e.g. by offering sew- or iron-on logo badges for jumpers that can be bought at retailers instead of requiring special branded jumpers.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does not enter into exclusive single supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

EQUALITY PRINCIPLES

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in above.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

COMPLAINTS AND CHALLENGES

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.

SCHOOL UNIFORM SUPPLIER

Our current school uniform supplier is:

Wirral Uniform Centre
2A Princes Pavement,
Birkenhead
CH41 2XY

The school will review the uniform supplier regularly in line with the Tendering and Procurement Policy.

UNIFORM ASSISTANCE

To support families financially and promote the importance of environmental impact, the school holds pre-loved uniform (second-hand school uniforms) and access to these uniforms is available through the school. Items can be purchased for a voluntary donation. Parents are invited to donate their child's uniform when they no longer need it.

NON-COMPLIANCE

School will encourage children to wear school uniform in line with this policy, and will contact parents if they believe there are any issues

SCHOOL UNIFORM

It consists of the following:

- grey trousers or shorts, skirt or pinafore dress
- white polo shirt, white shirt/blouse
- green sweatshirt, pullover or cardigan
- white or grey socks
- green and white checked dress for summer if desired
- sensible black shoes – **no trainer**

A green fleece/windcheater may be worn as a coat (optional)

We require that our pupils change for PE activities.

Our PE Kit is as follows:

- green or black shorts
- white t-shirt
- black pumps (trainers may be worn for outdoor games)
- A black or charcoal tracksuit for outdoor games in cold weather

The children's PE kit will stay in school in a green or black drawstring bag for each half term and will come home on the last day of each half term.

Items of uniform can be embroidered with the school crest – this is optional

JEWELLERY

Jewellery is not allowed except for a watch, which cannot be internet/Bluetooth enabled.

This includes ear studs even just after ear piercing. It is, therefore recommended that children who wish to have ears pierced do so at the very beginning of the summer holiday in order to have the necessary six week period required for healing. Children who come to school with earrings will be asked to remove them; if they are unable to do so, they will need to be covered with plasters.

HAIRSTYLES

Extreme hairstyles, such as mohawks and patterned or brightly coloured hair, are unacceptable.

Bandana style headbands and flowers/bows or excessive hair accessories are not to be worn; however, plain hair clips or bands are acceptable.

MAKE-UP

Make up and nail varnish is not permitted

LABELLING

Please ensure that of your child's belongings are labelled clearly. Lost property will be stored for one half term in school and if not claimed it will be sent to charity.

MONITORING AND REVIEW

This policy will be reviewed every three years. The scheduled review date for this policy is September 2026.