



**BOWLING
GREEN**
ACADEMY

Uniform Policy

Approved by:	Local Governing Board		
Responsible department:	Bowling Green Academy		
Last review date:	10.10.2023	Last reviewed by:	Jamie Stuttard
Last updated:	10.10.2023	Last updated by:	Jamie Stuttard
Next review due :	10.10.2024		

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 identity.

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 pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with our Senior Leadership Team (SLT) who can answer any questions about the policy and respond to any requests.

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 is available at a reasonable costs and provides the best value for money for parents/ carers.

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Making the wearing of items with the school logo on non-compulsory
- Allowing the wearing of cheaper alternatives to school-branded items
- 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
- Ensuring there is no difference in uniform requirements for different years
- Avoiding different uniform requirements for extra-curricular activities
- 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

Our school's uniform can be found on the school's website. No child has to wear any branded items but these are available at a low cost.

See our Uniform Guide on the ['Starting School'](#) page of our website to see what children are expected to wear, including photographs of pupils wearing our uniform, or contact the school office for more information.

4.1 Where to purchase it

- Any local supermarket for non-branded items
- You can also purchase our uniform from [Ziggy's School Wear](#) and [The Uniform Shop, Halifax](#)
- Information about second-hand uniform, for example: second-hand uniform sale will be sent out on our newsletters and PTA updates.

4.2 PE and swimming kit

As per a recent parent/carer survey, children can come to school on their PE Day(s) in PE kits. PE Day(s) are shared by class teachers on SeeSaw and in half termly 'curriculum maps'.

The PE kit is shared (and photographed) in our Uniform Guide on the ['Starting School'](#) page of our website.

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).

Parents/ Carers are also expected to contact leaders in school if they want to request an amendment to the uniform policy in relation to their protected characteristics or the cost of uniform.

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 and in good condition.

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 and dealt with in accordance to 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 Principal if the situation doesn't improve.

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
- Considers 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, for example by avoiding single supplier contracts and by retendering contracts at least every five years

6. Monitoring arrangements

This policy will be reviewed annually by the Principal and SLT. At every review, it will be approved by the full Governing Board.