

# Brunswick School & Nursery

## School Uniform Policy



<b>Approved by:</b>	Sam Waugh	<b>Date:</b> 30/10/22
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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 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
- Allow pupils to request changes to PE/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 Mrs Jane Jay [admin@brunswick.cumbria.sch.uk](mailto:admin@brunswick.cumbria.sch.uk) , who can answer 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 logos 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/carers
- A ‘nearly new’ alternative is available free of charge if required

We will do this by:

- Accept items with or without logos
- Select items that will be low-cost and long-lasting items
- Accept cheaper alternatives to school-branded items, such as logos that can be ironed on
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents to acquire second-hand referred to as 'nearly new' 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

- Jade green sweatshirt or navy cardigan (with or without school logo)
- navy or white polo shirt (with or without school logo)
- grey trousers or skirts
- school tartan kilts or pinafores
- Children in EYFS may wear jogging bottoms
- Nursery and Reception pupils play outside throughout the year and parents are encouraged to provide wellies, waterproof trousers and jackets. (School has a small selection of wellies and waterproofs for pupils to use if they can't provide their own).

#### Clothing for PE:

For Health and Safety reasons children should be able to move freely in PE and also not wear the same 'sweaty' clothes after a PE session. Therefore, on PE days, children remove their usual top clothes and wear a PE t-shirt and shorts for their lessons. They work barefoot for gymnastics and dance but they need plimsolls or trainers for outdoor activities and games.

#### General PE:

- Dark shorts (black/navy) & white T-shirt for PE (plimsolls, pumps or trainers).
- In Winter: In the colder months from October — March pupils are encouraged to bring a track-suit or jogging bottoms for Outdoor PE.
- Laces are difficult for young children to tie, time-consuming for adults and can be hazardous when playing, buckles or Velcro fasteners are much easier.

Jewellery is not part of the school uniform and parents allow their children to wear small earrings at their own risk. However, for PE earrings must be removed or taped over.

### 4.2 Where to purchase it

All uniform with logos and book bags can be bought from our local suppliers:

Lakeland Embroidery, Middlegate, Penrith or Sam Scotts, Little Dockray, Penrith.

All generic uniform (without logo) can be purchased from any high street retailer.

The school keep a large stock of 'nearly new uniform' which can be requested through the office and is placed in the hall regularly throughout the year. We encourage parents to bring in used uniform and exchange in school.

## 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 Mrs Jane Jay at [admin@brunswick.cumbria.sch.uk](mailto:admin@brunswick.cumbria.sch.uk) 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:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact Mrs Jane Jay at [admin@brunswick.cumbria.sch.uk](mailto:admin@brunswick.cumbria.sch.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

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
- 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 work with families to ensure children have the correct uniform.

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
- Takes into account 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.

## 6. Monitoring arrangements

This policy will be reviewed annually by Jane Jay Business Lead. At every review, it will be approved by Health & Safety Committee.

## 7. Links to other policies

This policy is linked to our:

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