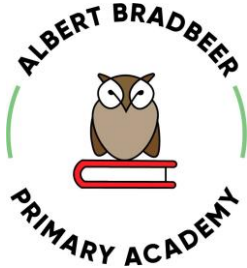


# Albert Bradbeer Primary Academy

## Uniform Guidance

| Author     | Revision Number | Review Date |
|------------|-----------------|-------------|
| Chris Nock | 1               | 04.09.2025  |



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## 1. Introduction and Aims

**This policy aims to:**

- Set out our approach to requiring a uniform that is of reasonable cost and offers 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.

- 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 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 the Head Teacher, who can answer questions about the policy and respond to any requests.

### 3. Limiting the Cost of School Uniform

Our 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 have to have a school logo) 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 make sure our uniform:**

- Is available at a reasonable cost
- Provides the best value for money for parents/carer

**We do this by:**

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost or long-lasting items
- 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
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- 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

At Albert Bradbeer, we want our children to look smart when at school and feel proud to wear their uniform.

### **Our school uniform is:**

- A turquoise green jumper or cardigan
- A white polo shirt or shirt
- Grey or black trousers, shorts, skirt or pinafore
- Green gingham dress
- Grey, black or white socks or tights
- Black, flat, comfortable shoes

### **PE Kit**

Children come to school dressed ready for PE on their PE days. Our school PE kit (to be worn on these days) is:

- A turquoise green jumper or cardigan
- A plain white t short or polo shirt
- Plain black shorts, tracksuit bottoms or leggings
- Grey, black or white socks or tights
- Trainers

All items should have your child's name marked onto them.

All children also need a book bag.

Uniform can be purchased from any supermarket or shop which sells school uniform. If you would like a branded jumper or cardigan, then you can purchase these from the following supplier:

**Kids Essentials:** [Kids Essentials Birmingham Schoolwear – Kids Essentials Schoolwear Birmingham](#)

We welcome donations of pre-loved school uniform that you no longer require, to pass on to others. Please hand in at the school office.

### **Jewellery**

On health and safety grounds we do not allow children to wear jewellery (rings, necklaces, bracelets, earrings etc.) at Alber Bradbeer Primary Academy.

The exceptions to this rule are: religious bracelets, medical alert bracelets, earring studs in pierced ears and a watch, although this should not be a “smart watch” which can be linked to a mobile phone. If you feel your child will need an exception made, then you should speak to the head teacher to agree this in advance. Children must remove or cover these items during PE and games to prevent them from causing injury to themselves and others.

No makeup should be worn in school.

## **5. Expectations for our School Community**

### **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 the Head Teacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### **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 the Head Teacher 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.

## **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 support needed and the opportunity to comply, but will follow up with the Head Teacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Head Teacher.

## **Governance**

Trust Local Advisory Committee, on behalf of The Greenheart Learning Partnership board, will review this guidance 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 guidance will be reviewed annually by the Head Teacher.

## 7. Related Policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-Bullying Policy
- Complaints Policy