



School Uniform Policy

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1 Introduction

At the Brook Special School, in consultation with parents and Governors, it has been agreed that we will have an uniform that is practical, affordable, comfortable and designed to be appropriate for pupils with SEND. We have also worked in conjunction with our partner School, the Willow on Broadwaters with whom we share a building, so that our uniforms are comparable and give all the pupils in both schools a sense of community whilst retaining a distinct identity. The uniform requirements have been designed so that the majority of it can be purchased from any supplier and with colours that are widely available. A second hand store is also in operation and offered to all parents. Pupil premium funds are also used to support families for whom the financial burden of purchasing uniform is problematic.

2 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

3. 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 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 Felicia Rock (Child and Family Liaison Officer) who can answer questions about the policy and respond to any requests

4. 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 cost
- Provides the best value for money for parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- 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
- 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 leveler (only our sweatshirt has a logo on it)
- Avoiding different uniform requirements for different year groups
- 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

5. Expectations for school uniform

5.1 Our school's uniform *(see photographs at the end of this policy)*

For all pupils this is a

- royal blue sweatshirt or cardigan (with the logo embroidered on it),
- white polo shirts (due to some of our pupils' sensory or access needs we accept some may need to wear white tee shirts instead)
- black trousers or skirts. (due to some of our pupils' sensory or access needs we accept some may need to wear sweat pants instead)
- blue checked or striped dress

- comfortable shoes, preferably black or dark colour, or sandals. NO flip flops or shoes without backs are allowed due to safety.

In order to help our children with their independence skills and to promote healthy lifestyles, for sporting activities children are required to have

- A t shirt that is kept specifically for PE activities
- Shorts of any colour or make
- Plimsolls or trainers that are not usual footwear
- A swimming costume or trunks
- A Towel

We allow pupils to wear stud earrings and hair clips and some may have SOS bracelets or necklaces that they are required to wear.

5.2 Where to purchase it

- The standard uniform is available from Kenzie, Unit 27 The Market Hall, The Mall, Wood Green Shopping City N22 6YQ – tel: 0208 889 6025 and Divine Solutions Schoolwear Ltd at 3 Northumberland Park, Tottenham, London N17 OTA tel: 0208 216 9113.
- Local traders and supermarkets (such as ASDA, Tesco, Morrisons, Sainsburys) all sell appropriate items that do not need to have the logo on them

6. Expectations for our school community

6.1 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 who are able to request an amendment to the uniform policy in relation to their protected characteristics, should speak to their class teacher or Felicia Rock, Child and Family Liaison Officer.

6.2 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 their child's class teacher or Felicia Rock, Child and Family Liaison Officer. 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.

6.3 Staff

Staff will work closely with parents to ensure that all families have access to the correct uniform. They will provide parents opportunities to obtain second hand uniform.

In cases where it is suspected that financial hardship has resulted in a pupil not able to comply with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

6.4 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, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

7. Monitoring arrangements

This policy will be reviewed every two years or sooner if there are Government guidelines. At every review, it will be approved by the Full Governing Body.

8. Links to other policies

This policy is linked to our:

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

9. Exemplar pictures of our uniform



