

# Brentside High School



## School Uniform Policy

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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
- Illustrate 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 students the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in the way that is appropriate for school (see page 4) yet makes them feel most comfortable
- Allow students to wear religious headscarves and other religious or cultural symbols (see page 4)

### 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 lower price. Our uniform is simple and widely available, enabling

parents/carers to shop around for the best deal. We also advise parents/carers to purchase from school uniform sections of stores which are often cheaper than fashion stores.

We make sure our uniform:

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

We do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting items with distinctive characteristics to the badge for the blazer, which can be purchased separately and then affixed to any suitable plain black blazer
- Limiting items with distinctive characteristics to low-cost, long-lasting items, such as ties
- Keeping the number of branded items to a minimum (blazer and tie), so that the school's uniform can act as a social leveler
- Avoiding specific requirements for items students could wear on non-school days, such as coats, bags and shoes
- Avoiding different uniform requirements for different year/class groups
- Avoiding different uniform requirements for extra-curricular activities (apart from PE activities)
- Support parents to acquire second-hand uniform items where appropriate
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy
- Ensuring that PE kits are non-gender specific, so can be shared by family members, the use of logos are reduced thereby reducing the cost of items.

## **4. Expectations for school uniform**

### **4.1 Our school's uniform**

The uniform at Brentside is designed to be practical and to present a smart image.

- Plain, black, tailored trousers or black skirt of at least knee length. There is no set supplier and no branding required
- Leggings, skin-tight trousers or skirts are NOT permitted
- Trousers should be worn at waist level, with no adornments or heavy belts or buckles. Trousers should be about 3cm from the floor and not be frayed or cut
- Plain black, grey or white socks or plain black or beige/tan tights. Socks should be plain in colour and style and be a matching pair
- Black blazer with Brentside badge. (The blazer may be purchased from any store and the badge purchased separately and attached)

- Plain white shirt (no set supplier and no branding required) and Brentside tie. Blouses with revere collars are not permitted
- During cold weather a plain black V-necked pullover may be worn. A plain black woolen hat may be worn outside. Baseball caps must not be brought into school. Tops such as hoodies, tracksuit tops and cardigans are not permitted
- Black polishable shoes. Laces, where worn, must be black. Plimsolls or pumps are not permitted
- Any coat can be worn on top of uniform but must not replace a blazer
- For the last half term of the academic year (specific date confirmed annually), students may opt to wear the Brentside red polo shirt or the standard school uniform. In both cases, the acceptable outerwear is the school blazer

### **Jewellery/Make up /Headwear/Neckwear**

The only jewellery items permitted with uniform are:

- Plain matching stud earrings, one per earlobe (any other visible body adornment will be confiscated) and one ring (no raised stones)
- A discreet religious symbol may also be worn
- Make-up and nail varnish should not be worn in school
- Facial piercings are not allowed. Hair must be of a natural colour and hair accessories, religious head scarves and hats / the Rastafarian tan should be white or black
- No extreme hairstyles such as 'hair tattoos' or very close shaven styles are permitted

The School may make exceptions to the uniform during periods of extreme weather. Should this be the case the Headteacher will inform students and parents of the start and finish time of the exception period.

Students who do not adhere to the school dress code may be asked to go home and change into correct uniform. In any dispute regarding the interpretation of the uniform, the School's decision will be final

### **Sixth Form**

There is a prescribed dress code for Sixth Formers who are expected to wear smart business dress.

No sportswear may be worn other than during timetabled PE lessons.

## **4.2 Where to purchase it**

### **Uniform Supplier**

Uniform can be purchased at Kevins, 17 The Broadway, Greenford, Middlesex, UB6 9PH  
Tel: 020 8578 1210. Similar articles may also be purchased from high street retailers. Ties and badges can be purchased from the school website.

### **PE Kit Supplier**

SANCO, 60 Bell Road, Middlesex, TW3 3PB

Tel: 020 8570 9990

### **PE kit**

- T-shirt and sweatshirt with Brentside PE logo

- Black shorts with Brentside PE logo/ plain black trackpants. Plain black skins can be worn under the PE shorts
- Plain black football style knee length sports socks

All sports clothing must be clearly named and taken home each day. Please note that students are not allowed to wear any sort of jewellery during PE lessons.

Students who do not adhere to the school dress code may be asked to go home and change into correct uniform. In any dispute regarding the interpretation of the uniform, the School's decision will be final

## **5. Expectations for our school community**

### **5.1 Students**

Students are expected to wear the correct uniform, correctly worn, 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)

Students are also expected to contact their Year Leader 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 the relevant Year Leader 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 an acceptable outcome.

### **5.3 Staff**

Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply, but will follow up with the Year Leader, SAFE worker or member of the School Leadership Team if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with as supportively as possible and our aim is always to enable all students to look smart and equal to their peers

In cases where it is suspected that financial hardship has resulted in a student 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
- Offers a uniform that is appropriate, practical and safe for all students

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.

## **6. Monitoring arrangements**

This policy will be reviewed in response to any national changes in requirements and duties placed upon schools and as part of any proposed changes to the school or PE uniform. At every review, it will be approved by members of the governing body.

## **7. Links to other policies**

This policy is linked to our:

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