

# Bedford High School

A Specialist Business and Enterprise College

To Care To Learn To Achieve



## Uniform Policy

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### Document control

Date updated:	June 2023
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Author/reviewer:	Bridget Moss
Electronic copies of this plan are available from:	FROG VLN
Hard copies of this plan are available from:	HR, Facilities and Communications Manager

### Changes History

Date	Description	Changes
June 2022	Version 1 full new policy	All Pages
June 2023	Page 1 removal of three bullet points	

## **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 guardians
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for school uniform

## **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 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 Moss, pastoral deputy, who can answer questions about the policy and respond to any requests

## **Limiting the cost of school uniform**

All families are experiencing a higher cost of living in current times. For this reason, we regularly review our uniform policy to ensure cost is limited and it represents good value for money. For instance:

- Students keep the same tie for their whole school career at Bedford.
- Plain black trousers, V-next jumpers and white shirts are a feature, all of which are generic items that can be bought in supermarkets
- The school does not stipulate a specific brand of footwear or coat.
- Students are no longer expected to personalize their PE kit with surnames on reverse.
- Optional outer garments are offered for PE use to avoid students feeling pressured to bring their own 'designer' wear in to wear on top.
- The cost of Bedford High School's uniform is regularly checked against prices other schools charge and is competitive with these.

The school regularly canvases the views of the school community.

The 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/guardians

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible, for example, by only asking that the blazer, worn over the jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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
- Avoiding different uniform requirements for extra-curricular activities
- Avoiding non-uniform days, which can undermine the social-levelling benefit of uniform.
- Considering alternative methods for signaling 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

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

#### Main uniform:

Black blazer with school's logo (G if badge purchased separately)

Black trousers (G) or pleated skirt (knee length)

Year-coloured tie (silver, green, blue, red or gold)

Black tights (G) (plain (no bows) knee-length black socks allowed during half terms 1, 5 and 6) (G)

#### PE kit:

Black and Green T-Shirt with logo or Black and Green Short -Sleeved shirt with collar

Black and Green Long-Sleeved rugby shirt

Black and Green shorts with logo or Black and Green Skort with logo

Black socks with Green top

Black and Green 1/4 Zip Top

Plain Black Tracksuit Pants can be worn in adverse weather

Plain Black sports leggings or tracksuit pants can be worn in adverse weather.

Trainers (AstroTurf trainers are best, no pumps or Converse)

Football boots (plastic studs are best)

*G = Generic item that can be bought from most supermarkets or high street stores that stock uniform.*

- A high standard of personal appearance is expected of all students, and anyone arriving at school in non-uniform clothing will be required to promptly rectify this. Parents/guardians will be expected to support their child by bringing the correct uniform into school.
- Neither blazer sleeves or skirts should be folded or rolled.
- Hair should not be of unnatural colour, excessively shaved cut (grade 2 minimum) or style (no tramlines, shaved lines etc).
- Shoes should be all black leather or leather-look, sturdy and waterproof; suitable for all weather conditions with no logos, colour or pattern. They are required to protect children's feet in practical subjects e.g. Design Technology. Please refer to our website for a list of prohibited footwear.
- Except for a watch and 1 stud earring in each earlobe (no top piercings), jewellery and make-up/nail polish are not permitted in school. Gel, false or acrylic nails are not allowed. Nose studs and visible face and body piercings are not allowed.
- Sweatshirts/hooded tops, casual sportswear, base-ball caps, leather (or leather-look) or denim jackets, jeans or pockets with badges, stickers and embroidery are forbidden. These will always be confiscated.
- Make-up should not be obvious. Foundation, that is the same shade as the student's natural skin tone, is allowed. Eye make-up, false lashes (either home or salon-applied) and lip colour or gloss are all not allowed and students will be asked to remove these. Fake tan is discouraged and students arriving in school very heavily tanned will be asked to stop using it.

### **Where to purchase it**

The school has three main suppliers:

Rainbow Uniforms – 01942 609447

Jaymax Kidswear – 01942 682984

Icon – 01942 375253

In addition, any item marked with a G for Generic above can be purchased from any supermarket or high street retailer who supplies uniforms.

### **Second-hand uniform**

The school understands that sometimes the cost of school uniforms can burden families especially over the summer holidays. School is keen to help and support reduce carbon emissions. The school runs a second-hand school uniform shop which is open at various times during the summer holidays and throughout the school year in the Hive. It offers good quality second-hand uniform and sports kit in exchange for is a donation to a chosen charity. All items are checked for quality but are unwashed.

### **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 their child's PGO 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 their child's PGO 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 using the school complaints procedure.

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 opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the school's behaviour policy.

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.

## **Governors**

The governing board will review this policy and make sure that it:

- Is appropriate for the 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.

### **Monitoring arrangements**

This policy will be reviewed annually by the school leadership team. At every review, it will be approved by the full governing board.