SCHOOL UNIFORM POLICY

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Approved and Adopted by:	Bourton Meadow LGB
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Contents

1. Aims....2
2. Our school's legal duties under the Equality Act 2010....2
3. Limiting the cost of school uniform....2
4. Expectations for school uniform....4
5. Expectations for our school community....5
6. Monitoring arrangements....6
7. Links to other policies....7

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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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the Headteacher (via the office email: office @bourtonmeadow.co.uk) who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 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 any items with distinctive characteristics where possible, by only asking that the blazer, worn over the jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties and blazers
- 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 leveller
- Minimising 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

4.1 Our school's uniform

Nursery:

WINTER UNIFORM	SUMMER UNIFORM
▪ Red unbranded polo shirt ▪ Nursery branded blue crew neck sweatshirt - compulsory ▪ Grey trousers/grey skirt/pinafore dress ▪ Academy bodywarmer (optional) ▪ Navy or grey socks/tights ▪ Black shoes (no trainers or boots) ▪ Outdoor coat	▪ Red unbranded polo shirt ▪ Grey knee-length shorts / skirt ▪ Red gingham check/stripe summer dress ▪ Academy bodywarmer (optional) ▪ Navy or grey socks ▪ Navy or white flat sandals or black shoes

P.E AND GAMES:

- White Academy t-shirt (optional) or plain white t-shirt
- Navy shorts
- Grey, navy or white socks
- A navy tracksuit can be worn during colder months

Key Stage 1 and Key Stage 2

WINTER UNFORM	SUMMER UNIFORM
▪ V-neck plain navy jumper/cardigan (Knitted style, not sweatshirt) ▪ White collared shirt (long or short-sleeved) ▪ Grey trousers/grey skirt/pinafore dress ▪ Red and silver academy elasticated or standard tie – compulsory ▪ Academy bodywarmer (KS1 – optional) ▪ Academy branded blazer (KS2 - compulsory) ▪ Navy or grey socks/tights ▪ Black shoes (no trainers or boots) ▪ Outdoor coat ▪ Book bag or small rucksack	▪ Grey knee-length trousers/ shorts / skirt ▪ White collared short-sleeved shirt ▪ Red and silver academy elasticated or standard tie – compulsory, when wearing a white shirt ▪ Blue gingham check/stripe summer dress/playsuit ▪ V-neck plain navy jumper/cardigan (Knitted style, not sweatshirt) ▪ Navy or grey socks ▪ Navy or white flat sandals (with a closed toe, where possible) or black shoes ▪ Book bag or small rucksack

P.E and Games

- White Academy T-shirt or plain white t-shirt
- Navy shorts
- Trainers – for outdoor games
- Football boots (optional)
- Navy tracksuit bottoms / top
- Thin rain jacket *(which allows for movement) - optional*
- Thermal compression top (skin) – *optional*
- Gloves *(not allowed for sports involving hands e.g. netball, basketball, throwing and catching and multi-skills)*

N.B:

For children with a verruca, it is recommended that a specialist gymnastic shoe is worn. This will enable them to use the fixed equipment, as the sole of the shoe is flexible enough to grip the floor and apparatus. An example of this type of shoe can be seen by clicking **this link**.

For year groups going swimming:

- All-in-one swimsuit/swimming trunks
- Goggles (optional)

General Guidelines:

- Unbranded items must not carry any other large logos / graphics
- Children with pierced ears are permitted to wear one pair of small studs for school. For safety reasons, these must be removed for P.E and games or taped over.
- Long hair should be tied back at for safety. As a school we support the Halo Code and as such promise members of the Black community that they have the "freedom and security to wear all afro-hairstyles without restriction or judgment".
- Any hair clips or hair accessories must be discreet.
- Make-up, nail varnish, acrylic nails and other nail enhancements are not permitted in school.
- Children are encouraged to wear caps or hats to protect themselves from the sun or adverse weather conditions.

4.2 Where to purchase it

Branded items such as the academy body warmer, ties, blazers, PE t-shirts (which are optional) and book bags can be purchased from:

T King Associates Ltd
Unit 14 Osier Way
Swan Business Centre
Buckingham
MK18 1TB

Tel: 01280 824836
Email: schools@tkingassociates.com
Website: www.tkingassociates.com

Purchased items can be collected directly from T King Associates or delivered to the academy.

All other school uniform can be obtained from any high street retailer. Many of the big superstores provided unbranded uniform that can be purchased throughout the year in store and online.

Friends of Bourton Meadow (PTA) also run the 'uniform shed' providing families with an even more affordable way of buying high-quality, pre-loved uniform, including branded items. Items can be ordered via the school office, either in person, over the phone (01280 823374) or via email (office@bourtonmeadow.co.uk).

If you are experiencing financial hardship, please speak to Mrs Lucy Berry in confidence.

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 the Headteacher, via the office email (office@bourtomeadow.couk) 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 Headteacher, via the office email (office@bourtomeadow.couk) 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 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 Headteacher or a member of the senior leadership team.

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, 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 every two years by the Education Standards Director. At every review, it will also be approved by our Local Governing Body.

7. Links to other policies

This policy is linked to our:

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