



Uniform Policy

Document Control Information	
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Organisation / Site	Spring Brook Academy
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Revision and Approval History					
Author	Summary of changes	Issue	Date Applicable From	Approved by	Date of Next Review
L Coulbeck	New Policy	1	07/07/2022	Governors	07/07/2023

Equality Impact

Statement We welcome feedback on this document and the way it operates. We are interested to know of any possible or actual adverse impact that may affect any groups in respect of any of the equalities act 2010 protected characteristics.

The person responsible for equality impact assessment for this document is the Director of Equality and Diversity.

Screening This document has been screened by the Equality Team and the impact has been assessed as:

Not applicable
 Low
 Medium
 High

1. Aims

This policy aims to:

- 1.1 set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers.
- 1.2 Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010.
- 1.3 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:

- 2.1 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.
- 2.2 make sure that our uniform costs the same for all pupils.
- 2.3 allow pupils to have long hair (though we reserve the right to ask for this to be tied back)
- 2.4 allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable.
- 2.5 allow pupils to request changes to swimwear for religious reasons.
- 2.6 allow pupils to wear headscarves and other religious or cultural symbols.
- 2.7 Spring Brook Academy ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.
- 2.8 allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Lyndsay Coulbeck, Business & Operations Manager, who can answer questions about the policy and respond to any requests.

3. Limiting the cost of school uniform

Spring Brook Academy has a duty to ensure 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:

- 3.1 is available at a reasonable cost
- 3.2 provides the best value for money for parents/carers

We will do this by:

- 3.1.1 carefully considering whether any items with distinctive characteristics are necessary
- 3.1.2 limiting any items with distinctive characteristics where possible
- 3.1.3 limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties

- 3.1.4 avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- 3.1.5 keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- 3.1.6 avoiding different uniform requirements for different years/classes
- 3.1.7 making sure that arrangements are in place for parents to acquire second-hand uniform items
- 3.1.8 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 and suppliers

Our school's uniform, and where to purchase it.

We work in Partnership with Debonair Uniform Shop located at Unit 15, Henshaw Street, Oldham, OL1 1NH.

Parents/Carer's can buy branded uniform items directly from the shop, Debonair also provides an online ordering system where Parents/Carers can order and pay for uniform items online directly via our school Website, with an option to have items delivered to home addresses.

Children within our schools have the option of wearing non-branded uniform items, which are available at a lower cost to Parent's/Carers, and are readily available from all major supermarkets.

Item	Buy from
Spring Brook Academy Lower Uniform (compulsory for all pupils)	
Polo Shirt Red with or without school logo	Debonair/Anywhere
Sweatshirt Black with or without school logo	Debonair/Anywhere
Jogging pants or School Trousers (no branded items) Black or Charcoal	Anywhere
Black Pumps or Slippers: (please note it is our school policy that pumps or slippers must be worn inside school at all times and are to remain in school)	Debonair/Anywhere
Skirt/pinafore grey or black (girls may prefer to wear this with a black cardigan, rather than a sweatshirt)	Anywhere
Summer: During the summer months girls are allowed to wear a red gingham summer dress and boys are allowed to wear grey or black school shorts.	Anywhere
School Book Bag: Red	Debonair

<i>It is our school policy that PE uniform and Swimming uniform remain in school where Spring Brook Academy are responsible to launder items weekly</i>	
PE Uniform	
PE T-Shirt plain red t-shirt, with or without school logo	Debonair/Anywhere
Pumps: Black	Debonair/Anywhere
Shorts Black	Debonair/Anywhere
Swimming Uniform (from Year 3 to Year 6)	
BOYS: Swimming shorts or trunks	Anywhere
GIRLS: Swimming costume (no bikinis)	Anywhere
GIRLS: Swimming cap (girls will not be allowed to swim if they do not wear a swimming cap)	Anywhere
Towel	To be provided by Parents/Carers and kept in school

Item	Buy from
Spring Brook Academy Upper Uniform (compulsory for all pupils)	
Zip Fleece Navy Blue with or without school logo	Debonair/Anywhere
Polo Shirt Light Blue with or without school logo	Debonair/Anywhere
Sweatshirt Navy Blue with or without school logo	Debonair/Anywhere
Jogging pants or School Trousers (no branded items) Black	Anywhere
Shoes sensible style, dark coloured	Anywhere
<i>It is our school policy that PE uniform remain in school where Spring Brook Academy are responsible to launder items weekly</i>	
PE Uniform	
PE T-Shirt plain Navy t-shirt	Provided by school
Shorts or jogging bottoms plain black or charcoal	Provided by school
Sports Footwear / Trainers	Anywhere

4.1 Spring Brook Academy may support vulnerable families in meeting the costs of uniforms when multi or single agency support is in place or where there is an emergency.

4.2 Spring Brook Academy hold second-hand uniform available for parents to access; access to these uniforms is available upon request. Parents/Carers are encouraged to donate their child(ren)'s uniform when they no longer need it.

5. Roles & Responsibilities

5.1 The Governing Body monitors the School Uniform Policy annually under the direction of the Head of Site.

5.2 The Head of Site has overall responsibility for ensuring standards are maintained.

5.3 The Head of Site considers any requests from Parents/Carers for special dispensation with regard to uniform.

5.4 All Staff support the Leadership Team in maintaining high standards of uniform dress.

5.5 All Staff recognise they are role models in the wearing of appropriate clothing within school.

5.6 Parents/Carers support the School Uniform Policy.

5.7 Parents/Carers to ensure appropriate uniform is provided to their child(ren).

6. Labelling

6.1 All pupil's clothing and footwear to be clearly labelled with their name.

6.2 Spring Brook Academy has a "lost property" box within school, any uniform items found will be put into the lost property. Any items not claimed which are not labelled, will be put into the second-hand uniform cupboard for re-use.

7. Complaints & Challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Policy.

To make a complaint, parents and carers should refer to the Compliments & Complaints Policy available on our school website and follow the stipulations outlined. When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

8. Other Relevant Policies

Child Looked After (CLA) Policy

Equality Impact Statement & Objectives

Health & Safety Policy

Compliments & Complaints Policy