



Bickerstaffe

C.E. School & Nursery



Love Serve Grow

School Uniform Policy 2025

1. Aims

This policy aims to:

- Set out our approach to requiring a school uniform that is of reasonable cost and offers best value for money for parents and carers
- Explain how we avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify expectations for pupils, parents/carers, staff and governors in relation to school uniform

2. Our school's legal duties under the Equality Act 2010

The Equality Act 2010 prohibits discrimination against an individual based on protected characteristics, including age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items by sex, allowing pupils to wear the uniform they feel most comfortable in or that reflects their self-identified gender
- Ensure uniform costs are the same for all pupils
- Allow all pupils to have long hair (which may be required to be tied back for safety)
- Allow pupils to style their hair in a way that is appropriate for school
- Allow pupils to request adaptations to swimwear for religious reasons or where they experience discomfort related to sex or gender
- Permit headscarves and other religious garments
- Make reasonable adaptations for pupils with sensory or physical needs

Requests for reasonable adjustments should be made to Mrs Carlin, who will consider each request on a case-by-case basis.

3. Limiting the cost of school uniform

Our school has a duty, in line with Department for Education (DfE) guidance, to ensure that the uniform required is affordable.

The school requires three branded items:

- School jumper or cardigan
- School polo shirt
- School PE top

All other uniform items may be non-branded, provided they reflect the school's agreed colours and expectations.

We recognise that branded items can increase costs for families and therefore:

- Limit the number of required branded items to the three listed above
- Ensure branded items are durable and reasonably priced
- Avoid specifying branded coats, bags or shoes
- Avoid frequent changes to uniform requirements

Financial support and second-hand uniform

- Families eligible for Pupil Premium will be offered a £30 per pupil uniform subsidy to support with the additional cost of branded items
- The school will operate a uniform donation system, allowing families to donate uniform items that are no longer required
- Donated uniform will be made available discreetly to families who wish to access it
- The school will also organise termly uniform swaps

4. Expectations for school uniform

4.1 Required and optional items

Required branded items:

- School jumper or cardigan (branded)
- School polo shirt (branded)
- School PE top (branded)

Optional branded items:

- School fleece
- School jacket
- School cap

Non-branded items:

- Non-branded alternatives are acceptable for fleeces, jackets and caps, provided they match school colours appropriately

Additional expectations:

- There is no school-required swimming kit
- Jewellery is limited to small stud earrings only
- No facial piercings
- Extreme hairstyles are not permitted
- School shoes must be black
- PE trainers should be white, grey, black or navy

4.2 Where to purchase uniform

- Non-branded items may be purchased from a range of high street retailers
- Branded items are available from:
 - Premier Sports
 - Slaters (Wigan)
 - LiverPrints (Kirkby)

Information about second-hand uniform and uniform swaps will be shared with families regularly.

5. Expectations for our school community

5.1 Pupils

Pupils are expected to wear the correct uniform at all times (except on designated non-uniform days) when:

- On the school premises
- Travelling to and from school
- Attending school trips or events, where required

Pupils may speak to Mrs Carlin if they wish to request an amendment to the uniform policy related to their protected characteristics.

5.2 Parents and carers

Parents and carers are expected to ensure their child has the correct uniform and PE kit, and that all items are:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents/carers should contact Mrs Carlin if they wish to discuss:

- Adjustments related to protected characteristics
- Concerns about the cost of uniform

Any complaints regarding uniform will be:

- Resolved locally where possible
- Managed in line with the school's complaints policy

The school will work in partnership with families to reach a mutually acceptable outcome.

5.3 Staff

Staff will monitor uniform expectations sensitively and support pupils and families in meeting requirements. Where concerns persist, these will be followed up by the Headteacher.

In cases where financial hardship may be a factor, staff will take a considerate and supportive approach.

5.4 Governors

The governing board will ensure that this policy:

- Is appropriate for the school's context
- Is implemented fairly and consistently
- Takes account of the views of parents/carers and pupils
- Provides a uniform that is practical, safe and inclusive

The board will also ensure supplier arrangements prioritise value for money, avoiding single-supplier contracts and reviewing arrangements at least every five years.

6. Monitoring arrangements

This policy will be reviewed annually by the Headteacher and approved by the full governing board.

7. Links to other policies

This policy links to:

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