



Grove School

School Uniform Policy

Mission statement:

"Enjoy, learn, achieve"

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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..... | 3 |
| 4. Expectations for school uniform | 4 |
| 5. Expectations for our school community | 5 |
| 6. Complaints and challenges from parents..... | 6 |
| 7. Monitoring arrangements | 6 |
| 8. Links to other policies..... | 6 |

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 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 and based on advice from agency professionals
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Miss Dowell or Mr Bentley 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 and in line with statutory [guidance](#) from the Department for Education (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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 for example, by only asking that the jumper features the school logo if possible
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- Avoiding different uniform requirements for different year groups/ classes
- Avoiding different uniform requirements for extra-curricular activities
- 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/carers to acquire second-hand uniform items if needed
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers 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

All pupils are required to wear school uniform.

Our school uniform is:

- a green sweatshirt or cardigan
- grey or black trousers (no tracksuit bottoms)
- a grey or black pinafore or skirt
- a white shirt or polo-shirt
- a school tie (optional)
- plain black school shoes (no trainers)
- grey or black socks or tights (no patterned tights)
- if worn, headscarves should be plain white, black or grey
- hair accessories should be green, black or grey
- if worn, earrings should be plain studs

On health and safety grounds, children must not wear jewellery in school unless it is worn for religious purposes as it can cause injury to themselves or others when playing or participating in school activities.

Parents are not expected to purchase uniform with the Grove logo. This is optional.

For physical education our uniform is:

- a pair of black shorts, leggings or jogging bottoms
- a white T- shirt (no logos)
- a pair of black pumps or trainers (for outdoor PE)
- for outdoor PE pupils can wear trainers
- no jewellery to be worn (for further guidance see the PE policy)

4.2 Where to purchase school uniform

School uniform with the Grove School logo can be purchased from our nearest school uniform supplier which is:

- Name: Gogna School Uniform Shop
- Address: 67, 69 Rookery Rd, Handsworth, Birmingham B21 9QU.
- Phone number: 0121 523 5572

Alternatively, parents can purchase all school uniform from high-street retailers.

We do have a stock of second-hand school uniform kindly donated by parents. If you would like support with school uniform please speak with the administrative staff who will be happy to help you.

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 Miss Dowell or Mr Bentley if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents and carers

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing Miss Dowell or Mr Bentley if their child requires a more relaxed uniform policy for a period of time, including the reasons why
- Ensuring that their child's uniform is clean, presentable and the correct size.
- Ensuring their child's uniform is labelled with their child's full name

Parents/carers are also expected to contact Miss Dowell or Mr Bentley if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. Teachers will give any pupils and families who are not following the uniform policy the opportunity to do so, but will follow up with a senior leader if the situation does not improve in an agreed timescale.

Ongoing breaches of our uniform policy will be dealt with by Miss Dowell or Mr Bentley.

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.

Staff will display all lost property for parents to view at the end of each half term.

5.4 Governors

The school's governing body 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/carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The school's governing body will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

6. Complaints and challenges from parents

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 should refer to the Complaints Policy. When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome. Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

7. Monitoring arrangements

This policy will be reviewed annually. At every review, it will be approved by the full governing body.

8. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- PE policy
- Health and Safety policy

It has been written in line with statutory guidance from the Department for Education (DfE) on the [cost of school uniform](#) and [developing school uniform policy](#)