



BRIGSHAW
LEARNING PARTNERSHIP

Uniform Policy

Brigshaw High School

Document Controls

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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, having taken full account of the Education Act 2021 (Guidance about Cost of School Uniform)
- 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 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 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- 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 the Headteacher who can answer questions about the policy and respond to any requests

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 featuring the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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
- Avoiding 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

At Brigshaw High School, we are very proud to be members of our school community. We want all our children to feel part of our community and to represent our school. Wearing the school uniform helps us to do this.

Children are expected to wear the following uniform:

4.1 Our School's Uniform

- A black school blazer with the Brigshaw logo.
- A plain white, stiff-collared shirt, fastened at the top.
- Plain black trousers, ideally with the Brigshaw logo to ensure their suitability. However, if you would rather purchase trousers from elsewhere, they must be;
 - Plain Black
 - Regular or tailored fit (not skinny fit or flared fit)
 - Long enough to reach the shoe
 - Do not feature zip or additional accessories
- Alternatively, a plain black, knee-length pleated skirt.
- A Brigshaw school tie.
- All students must wear plain black, traditional, formal leather-style school shoes with a smooth upper, enclosed toe and heel, black laces or simple black fastenings, and a black sole. Sports-style footwear, trainers, and hybrid "trainer-style" shoes are strictly prohibited - even if they are completely black or made of leather - including any footwear featuring thick rubber soles, mesh, perforated panels, prominent stitching, or is manufactured by a sports brand like Nike or Adidas.
- Boots, canvas shoes, pumps, heels and backless shoes are not permitted.
- Plain black socks only. Socks must be worn underneath trousers and must not be pulled over the trouser legs. Fluffy, oversized or brightly coloured socks are not permitted.

Optional items:

- A plain black belt with a small, discreet buckle.
- A school V-neck jumper.

Brigshaw-branded trousers and skirts are recommended, but suitable items may be purchased elsewhere. Spare ties are available from SPT or through the Arbor shop.

- Scarves, hats and bandanas are not permitted, except when worn for religious observance.
- Headbands and other hair accessories must be plain, dark in colour and free from embellishments or decoration. When claw clips are not in use they must not be attached to a student's jumper or blazer.
- Only school issued badges are permitted to be worn on uniform.
- No jewellery, other than a wristwatch, are to be worn. Smart watches are not allowed.
- Facial piercings (for example nose, eyebrow, lips or tongue) are not permitted. Clear retainers are allowed to be used on piercings in the ear. It is not permitted to use tape to cover a piercing.

- No extreme hairstyles. Hairstyle and colour must be natural. No lines or patterns cut into the hair. Students with long hair must be prepared to tie it back for health and safety reasons when required
- Make up must be discreet, both fake eyelashes and fake tan are not permitted.
- Nail polish and false nails (including gels, acrylics, extensions, shellac) are not permitted. Nails should be short to allow safe access to technology machinery and the ability to use a keyboard and take part in physical education

PE Kit

Brigshaw students are prepared for their PE lessons by making sure they are wearing the correct kit

- Brigshaw navy blue track-top.
- White PE polo-shirt (the Brigshaw logo is optional).
- At least one of the following bottoms;
 - navy blue/black tracksuit bottoms (the Brigshaw logo is optional).
 - navy blue/black shorts with an optional Brigshaw logo (shorts must not be lycra or tight fitting).
 - girls may wear leggings but they must have the Brigshaw logo.
- Sports trainers (pumps are not allowed). Football boots (boys only).

Sixth Form

Students in sixth form are free to wear their own choice of clothes, however we do expect them to choose sensible clothing that is appropriate in school

Other Items

- Outdoor coats /hoodies/scarves and gloves should be removed at the entrance to school buildings
- Students require a school bag which can fit A4 size workbooks
- Tights must be plain black opaque (ot patterned and a minimum of 40 denier)

Where to Purchase the Uniform

- Branded uniform can be purchased at SPT Uniform shop 115 Main St, Garforth, Leeds LS25 1AF or on-line <https://www.sptuniforms.co.uk/product-category/brigshaw-high-school/>

Assistance

- Preloved options available from SPT Uniforms. They are laundered and freshly packaged.
- Financial support for uniform may be available. Contact bhsoffice@brigshaw.com

5. 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 the Headteacher 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 the Headteacher 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 with the school
- 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 the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with relevant pastoral staff and year teams if the situation doesn't improve.

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

Governors - Local School Committee (LSC)

The LSC will monitor the implementation of 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, affordable, practical and safe for all pupils

The LSC 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.

Links to Other Policies

This policy is linked to our:

- Behaviour policy
- Public Sector Equality Duty
- Anti-bullying policy

- Complaints policy

Please visit the Brigshaw High School [Policy Page](#) for more information.