

**Community Academies Trust**  
**Birchwood Primary School Policy**



## Uniform Policy

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### **1. Introduction**

This Uniform Policy sets out the expectations and procedures for school uniform at Birchwood. The policy aims to foster a sense of belonging, equality, and pride, supporting a positive school culture and safeguarding pupils. It reflects the requirements of the Education Act 1996, Equality Act 2010, SEND Code of Practice, and Department for Education (DfE) guidance, as well as the expectations of the national inspectorate for quality, inclusion, and effective leadership.

It is our school policy that all children wear school uniform when attending school, or when participating in school-organised events outside normal hours. We ask children to wear their Birchwood uniform with pride and remind them that they are ambassadors of our school. We want children to be smart and presentable and to take pride in their personal appearance.

The school jumper/cardigan is available from our uniform shop, all other items are easily available at competitive prices at local shops including supermarkets. A complete list of items needed for school uniform is available in this policy and on the school website.

### **2. Aims**

- Promote equality, inclusion, and a sense of community through a consistent and accessible school uniform.

- Support safeguarding by ensuring pupils are easily identifiable and appropriately dressed for all school activities.
- Encourage personal responsibility, pride in appearance, and respect for school rules.
- Ensure the uniform policy is affordable, accessible, and sensitive to the needs of all pupils, including those with SEND, religious, or cultural requirements.
- Engage pupils, parents, and staff in the development, review, and implementation of the policy.
- Contribute to a positive learning environment and support the school's ethos and values.

### **3. Statutory Requirements**

- Comply with the Education Act 1996: Uniform policy determined by the governing body, non-discriminatory.
- Meet the Equality Act 2010: Make reasonable adjustments for pupils with disabilities, religious beliefs, or cultural needs.
- Adhere to the SEND Code of Practice (2015): Provide reasonable adjustments for pupils with SEND.
- Follow the School Admissions Code (2021): Ensure uniform does not disadvantage pupils from low-income families; prioritise affordability.
- Observe the Health and Safety at Work Act 1974: Uniform must be safe and suitable for all school activities.
- Implement safeguarding guidance (KCSIE 2023): Uniform supports pupil safety and identification.
- Apply DfE Statutory Guidance on School Uniform (2021): Policy must be clear, affordable, inclusive, and developed in consultation with stakeholders.

### **4. Birchwood Uniform**

#### **Jewellery, Watches, Hair Ornaments, Make -up and Nail Varnish -**

- For health and safety reasons we do not allow children to wear jewellery. The exceptions to this rule are studs in pierced ears. Children are required to remove any items during PE lessons or cover with plasters to prevent them from causing injury. Please note: Teachers are not permitted to remove earrings.
- Wristwatches may be worn but only for the purpose of telling the time. Smart watches linked to mobile phones are not permitted.
- Hair accessories should be plain and blue or black in colour.
- Make-up and nail varnish should not be worn to school unless for an out of hours school function – like a school disco, or for a special occasion like World Book Day or a school production.
- Extreme hairstyles are not appropriate for school, including very short shaven styles. The use of styling products should be kept to a minimum and children should not have decorative patterns or 'tramlines' cut into their hair or have their hair coloured or dyed. For health and safety reasons and to ensure it does not distract from learning, we insist that long hair (past shoulder length) is tied back.

#### **Footwear –**

- For health and safety reasons, we do not allow children to wear shoes with platform soles or high heels. All children are required to wear plain black school shoes as per the uniform list. Canvas trainers are not permitted. If children wear boots to walk to school during the winter months we ask that they change into their school shoes for the duration of the school day.

- **Black** 'school type' trousers, or skirt
- White polo shirt
- Birchwood sweatshirt or cardigan with school logo (Available in School Uniform Shop)
- Black school shoes (flat sole/low heels)
- Black/White socks/tights
- Blue check only dresses
- Plain navy blue/black/hair band for all hair longer than shoulder length

NB: Summer fashion shoes e.g. flip flops, open toed sandals, and canvas shoes etc are not permitted

#### **PE Kit**

- Black shorts
- Black/white socks
- Plain white round neck T-Shirt
- Plain trainers for outside PE (reception classes summer term only)
- Named 'pump bag'
- Track suit in cold weather (limited logos, black/blue) except reception classes

## **5. Curriculum Coverage**

Uniform expectations are embedded within the broader curriculum, particularly through Personal, Social, Health and Economic Education (PSHE), behaviour, and safeguarding frameworks. Key areas include:

- Understanding the purpose and value of school uniform in fostering community and equality.
- Developing independence in dressing and personal presentation.
- Respecting diversity and making reasonable adjustments for individual needs.
- Learning about rules, responsibilities, and the rationale behind school policies.
- Supporting peers and promoting inclusion through uniform-related discussions and activities.

## **6. Curriculum Implementation**

- Uniform expectations are introduced and reinforced through assemblies, PSHE lessons, and daily routines.
- Staff consistently model and uphold uniform standards, providing clear guidance and positive reinforcement.
- Reasonable adjustments are made for pupils with SEND, religious, or cultural needs, in consultation with families.
- The school minimises branded items, offers second-hand uniform options, and provides support for families facing financial hardship.
- Communication about uniform requirements is clear, accessible, and regularly updated via newsletters, the school website, and parent meetings.
- Opportunities for pupil voice and parental feedback are embedded in policy review and development.

## 7. Assessment

- Compliance with uniform expectations is monitored daily through observation and informal checks.
- Staff engage pupils in discussions about the rationale for uniform and its role in the school community.
- Incidents of non-compliance are addressed using restorative approaches, with support offered where needed.
- The impact of the uniform policy on behaviour, inclusion, and personal development is evaluated through surveys, feedback, and behaviour records.

## 8. Roles and Responsibilities

Role	Responsibilities
Governors	- Approve, monitor, and review the uniform policy; ensure compliance with statutory requirements.
Headteacher	- Lead policy implementation; ensure consistent application; communicate with stakeholders; oversee reasonable adjustments.
Associate Headteacher	- Support the Headteacher in monitoring, staff training, and stakeholder engagement.
Inclusion Lead	- Advise on and coordinate reasonable adjustments for SEND, religious, or cultural needs; support staff and families.
Teachers and support staff	- Model and reinforce uniform expectations; monitor compliance; provide support and guidance to pupils; communicate with parents.
Parents	- Ensure children attend school in correct uniform; communicate any difficulties or needs for adjustments; support school values.
Pupils	- Wear the correct uniform; take responsibility for personal appearance; respect diversity and support peers

## 9. Inclusion

- The policy is designed to be inclusive and non-discriminatory, with reasonable adjustments made for pupils with SEND, religious, or cultural requirements.
- The Inclusion Lead works with families to identify and implement necessary adaptations.
- Affordability is prioritised by minimising branded items, providing second-hand options, and supporting families in need.
- Staff receive training on inclusive practice and the application of reasonable adjustments.

## 10. Professional Development

- Staff receive regular training on the uniform policy, statutory requirements, and inclusive practice.
- Opportunities for sharing best practice and reflecting on challenges are provided through staff meetings and professional development sessions.

## 11. Inspectorate Expectations

- Implementation is consistent, with staff modelling and reinforcing expectations.
- The policy promotes a positive culture, inclusion, and safeguarding.
- Affordability, accessibility, and reasonable adjustments are embedded throughout.

## 12. Monitoring and Review

- The policy is monitored by the Headteacher and Governors through regular reviews of compliance data, stakeholder feedback, and incident records.
- The impact of the policy on behaviour, inclusion, and personal development is evaluated and reported to Governors.
- Adjustments are made as necessary to ensure continued statutory compliance, effectiveness, and stakeholder satisfaction.

## 13. Links to Other Policies

- Behaviour Policy
- Safeguarding and Child Protection Policy
- Equality and Diversity Policy
- SEND Policy
- Admissions Policy
- Anti-Bullying Policy
- Positive Handling Policy
- Complaints Policy

### Policy Review Sheet

Please note any comments or suggested amendments on this sheet. You may also choose to complete your comments in confidence on a separate piece of paper. Please add your initial to any comments.

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