



Uniform Policy

Title of document		Uniform Policy			
Organisation / Site	New Bridge School	Person completing form	Alison Tootill	Date	12-04-2022
Does the process affect one group less or more favourably than another on the basis of:					Yes / No
Age refers to a person belonging to a particular age					No
Disability A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.					No
Gender reassignment The process of transitioning from one gender to another.					No
Marriage and civil partnership Marriage and civil partnership means someone who is legally married or in a civil partnership. Marriage can either be between a man and a woman, or between partners of the same sex. Civil partnership is between partners of the same sex.					No
Pregnancy and maternity Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding					No
Race Race can mean your colour, or your nationality (including your citizenship). It can also mean your ethnic or national origins, which may not be the same as your current nationality. For example, you may have Chinese national origins and be living in Britain with a British passport. Race also covers ethnic and racial groups. This means a group of people who all share the same protected characteristic of ethnicity or race.					No
Religion and belief Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.					No
Sex A man or a woman.					No
Sexual orientation Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.					No
If you have identified potential discrimination, please explain how the exception is valid, legal and/or justified? enter					

To be completed by EIA Lead

If potential discrimination has been identified, are the exceptions valid, legal and/or justified?		N/A
Does this policy / service / procedure need adjusting to remove any disadvantage identified or to better promote equality?		No
Impact Assessment Result (See tool below)	Low impact	
Date assessed.	02-09-2022	
High Impact The policy or process has a major impact on equality	Medium Impact The policy or process has an impact on equality	Low Impact The policy or process might have an impact on equality
There is significant potential for, or evidence of adverse impact. The policy has consequences for or affects significant numbers of people	There is some evidence to suggest potential for, or evidence of adverse impact. The policy has consequences for or affects some people	There is little evidence to suggest that the policy could result in adverse impact The policy has consequences for or affects few people

1. Purpose



1.1 The purpose of this policy is to:

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

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

2.1 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 Head of Site who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

3.1 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
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties



- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- 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 leveler
- Avoiding different uniform requirements for extra-curricular activities
- 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

4.1 Our school's uniform – see Appendix A

4.1.1 Main School Uniform consists of two options:

4.1.1.2 Option 1:

- Branded Navy Sweatshirt
- Branded Navy Cardigan
- Branded Sky-Blue Polo Shirt
- Branded Navy Joggers

4.1.1.3 Option 2:

Branded Clip-on Striped Tie
 Unbranded Dark Grey/Black Skirt
 Unbranded Dark Grey/Black Trousers
 Unbranded White Shirt
 Unbranded Black Blazer

4.1.2 Main School P.E. Uniform

Branded PE Polo Shirt

One of the following:

Branded PE Navy Shorts

Branded PE Navy Sports Trousers

Branded PE Leggings Navy Blue

Optional:

Branded PE Training Jacket



Your child will also need a pair of swimming shorts or a costume and a towel as all pupils have a compulsory weekly swimming lesson.

4.1.3 Lumenus Pathway Uniform:

Branded Black full zipped hoodie

Branded Black T-Shirt

Optional:

Unbranded Black Sports Trousers

Unbranded Black Leggings

4.1.4 Activ8 Pathway Uniform

Branded Royal Blue Polo Shirt

One of the following:

Unbranded Black Shorts

Unbranded Black Sports Pants

Unbranded Black Sports Leggings

Optional:

Branded Black Training Jacket

4.1.5 Digit4ll Pathway Uniform

Branded Clip-on Blue Tie

Unbranded Dark Grey/Black Pants

Unbranded Dark Grey/Black Skirt

Unbranded White Shirt

Unbranded Black Blazer

4.2 Where to purchase school uniform

4.2.1 Branded and unbranded uniform items can be purchased from:

Debonair

Unit 15, Henshaw Street,

Oldham,

OL1 1NH.

Telephone: 0161 620 0237

Website: www.debonairschoolwearoldham.co.uk

4.2.2 Unbranded uniform items can be bought more widely, e.g. from 'high-street' retailers

4.2.3 A Facebook page has been set up for parents to source second-hand, outgrown, good condition, school uniform. The Facebook page is called New Bridge School Uniform Swapshop.

4.2.3 School will at times arrange a second-hand uniform sale.



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 the Head of Site if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 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 pupil's name
- In good condition

Parents are also expected to contact the Head of Site 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
- Dealt with in accordance with our school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in-line with school's Behaviour Policy

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.

5.4 Governors

The governing board will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school



- Considers the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The board 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.

6. Monitoring arrangements

This policy will be reviewed every 3 years by the Head of Site. At every review, it will be approved by the full governing body.

7. Links to other policies

This policy is linked to our:

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



Appendix A

New Bridge School Uniform



Available from Debonair

Navy Sweatshirt	From £8.99
Navy Cardigan	From £9.99
Sky Blue Polo Shirt	From £6.99
Navy Joggers	
Clip On Tie	£5.99

Available from supermarket

Dark Grey/Black Pants
Dark Grey/Black Skirt
White Shirt
Black Blazer

**MAIN SCHOOL
UNIFORM**

Available from Debonair

PE Polo Shirt From £14.99

One of the following:

PE Navy Shorts	£9.99
PE Navy Sports Trousers	£18.99
PE Leggings Navy Blue	£14.99

Optional:

PE Training Jacket £17.99



**MAIN SCHOOL
PE UNIFORM**



Available from Debonair

Black full zipped hoodie From £12.99
Black T-Shirt £6.99

Optional:

Black Sports Trousers £18.99
Black Leggings £14.99



**LUMENUS
UNIFORM**



Available from Debonair

Royal Blue Polo Shirt From £14.99

One of the following:

Black Shorts £9.99
Black Sports Pants £18.99
Black Sports Leggings £14.99

Optional:

Black Training Jacket



ACTIV8 Uniform





Available from Debonair
Clip On Tie

£5.99

Available from supermarket
Dark Grey/Black Pants
Dark Grey/Black Skirt
White Shirt
Black Blazer



**DIGIT4LL
Uniform**

