
Creating Excellence Together,
through a culture of care

UNIFORM POLICY

Brigantia Hill Fort Academy



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Creating Excellence Together,
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Document Control

Title:	Uniform Policy
Policy Lead:	Director of Education
Category:	Inclusion and Pastoral Care
Date Approved:	September 26
Approved by:	Trust Executive
Review Date:	September 28
Review Period:	2 Years
Status:	Statutory
Website:	Yes
Annual Agreement:	Yes/No

Review

Date:	Version:	Author:	Revisions:
Aug 26	2	DOA	Updated in accordance with DfE statutory guidance 06/07/26 - to reflect the new legal limit on compulsory branded school uniform items in the Children's Wellbeing and Schools Act 2026.



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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 all 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. The academy'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, sexual orientation, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, Brigantia Hill Fort Academy will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair be tied back
- Allow all pupils to style their hair in a way that is appropriate for school, and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons, or if they are experiencing discomfort
- 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
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Vice Principal by email - enquiries@brigantiahillfort.net 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

Brigantia Hill Fort Academy has a duty to make sure that the uniform we require is affordable, in line with statutory guidance from the Department for Education (DfE) on the cost of school uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- Is available at a reasonable cost



- Provides the best value for money for parents and carers

We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:
 - 3 or fewer (Primary Schools)
- Carefully considering whether any items with distinctive characteristics are necessary and limiting these items where possible, for example, by only asking the jumper, cardigan or fleece, worn over the polo shirt to feature the academy logo.
- Limiting compulsory branded items to low-cost and/or long-lasting items.
- Considering cheaper alternatives to compulsory 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 such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- Avoiding different uniform requirements for different year groups or classes
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative methods for signaling differences in groups for interschool competitions, such as the use of coloured bibs.
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- 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 uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money



4. Expectations for school uniform

4.1 Our school uniform

At Brigantia Hill Fort Academy our school uniform consists of the following items:

4.1.i Branded items are as follows:

- Sweatshirt – navy blue
- Polo shirt - white with collar
- PE T-shirt – royal blue

4.1.ii Optional Branded Items:

- Cardigan
- Fleeces

4.1.iii Expectations for generic items of school uniform:

- Black or dark grey trousers, knee length skirt or pinafore (no leggings)
- Plain black shoes or plain black trainers (without logo or motif) – flat

All uniform items are required to be fit for purpose and maintain appropriate standards of modesty.

4.1.iv Expectations for PE Kit and Swimming Kit:

PE Kit:

- Brigantia Hill Fort Academy branded blue t-shirt
- Plain black or dark grey jogging bottoms
- Plain black or dark grey shorts (summer)
- Appropriate footwear (PE pumps/trainers)

PE Kit should be worn to the academy on PE days to minimise the need for changing on site.

Swimming Kit:

- Black or blue swimming costumes, trunks or swimming shorts
- Bikinis and shorts below the knee are not acceptable.

4.1.v Expectations for Jewellery and Hair:

- For health and safety reasons, no jewellery is permitted, except a wristwatch.
- Unsuitable hair styles, and/or colours (as judged by the Principal) are not acceptable. Hair colouring must be natural looking.



4.1.vi Expectations for coats and bags:

- We expect our pupils to arrive to school wearing an appropriate coat, suitable for the conditions
- Pupils should only bring a small bag to carry lunch items, snacks and drinks as required. All equipment necessary for lessons is provided by the academy.

4.1.vii Expectations relating to specific circumstances:

During the summer term, children are permitted to wear suitable summer attire as follows:

- Tailored black or dark grey knee length shorts, no cycling shorts or leggings
- Blue and white gingham summer dress
- White or black sandals worn with ankle socks. All sandals must have ankle straps.

Religious Clothing:

- Religious clothing such as a Hijab is permitted. However, all religious clothing worn should be white, blue or black in colour.

We request that all uniform items, bags and coats are clearly labelled with the pupil's name to aid identification if misplaced.

4.1.vii Loaning/Gifting Items

If children are not wearing the correct school uniform item, a branded sweatshirt will be loaned to them for the duration of the day.

If pupils are selected to represent the school in a sporting event, a PE kit will be loaned to them.

4.2 Where to purchase or acquire school uniform

- Parents can order branded uniform from: www.logoleisurewear.com
- Uniform (except items with logos) can also be purchased at most supermarkets and many high street shops

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- Parents are encouraged to donate uniform items that are in good condition but no longer fit their child
- Preloved uniform swap is available to families; this is an opportunity for all parents at the end of the school year to obtain donated uniform items for their child



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 speak with the Vice Principal 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 child's name
- In good condition

Parents/carers are also expected to contact the Vice Principal by email - enquiries@brigantiahillfort.net 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/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's complaints policy.

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/carers 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 Senior Leadership Team if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Assistant Principal (Behaviour/Safeguarding Lead) who can be contacted by email – enquiries@brigantiahillfort.net



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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory guidance.

5.4 Board of Trustees and Academy Advisory Council

The Board of Trustees and the Academy Advisory Council 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/carers, 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 2 years or sooner should legislation require it

7. Links to other policies

This policy is linked to our:

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

