



# Birchwood Community High School

Birchwood Community High School  
Brock Road, Birchwood,  
Warrington, Cheshire, WA3 7PT

Tel: 01925 853500  
Email: [contactus@birchwoodhigh.org](mailto:contactus@birchwoodhigh.org)  
[www.birchwoodhigh.org](http://www.birchwoodhigh.org)



## School Uniform Policy

Policy owner:	Tina Wiegand, School Business Manager
Governing body oversight:	Finance and Audit Committee
Date of approval:	September 2024
Date of next review:	September 2025

## 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.
- Ensure our school policy meets the statutory guidance set out for schools by the Department for Education.
- 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 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 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
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Tina Wiegand, School Business Manager, 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, 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 where possible
- Limiting items with distinctive characteristics to low-cost and/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. Only the school tie in Year 11 is different to the rest of the school.
- 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/carers to acquire second-hand uniform items
- 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 our school community**

##### **4.1 Responsibility of governors**

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

- Is appropriate for our school,
- Is implemented fairly across the school,
- Takes into account the views of parents and students,
- Offers a uniform that is appropriate, practical and safe for all students.

The governing body 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 periodically.

##### **4.2 Responsibility of staff**

Staff will monitor students to ensure they are in correct uniform. School staff will always try to work with parents and carers to support students to follow the school uniform policy.

Ongoing breaches of our uniform policy will be dealt with in accordance with the Behaviour Policy.

In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

### 4.3 Responsibilities of 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 Mr C Burrows, Associate Deputy Headteacher (on 01925 853500) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### 4.4 Responsibilities of parents and carers

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that items are:

- Clean,
- Clearly labelled with the child's name, and
- In good condition, suitable for intended use.

Parents are also expected to contact Mr C Burrows, Associate Deputy Headteacher (on 01925 853500) 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 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 Our school uniform

The following branded items are **required**:

- A school blazer,
- A navy school tie for years 7 to 10,
- A silver school tie for year 11,
- A PE polo shirt,
- A PE skort or pair of shorts, and
- PE socks.

The following branded items are **optional**:

- A PE rugby top,
- A PE quarter zip fleece,
- A knitted V-neck jumper, and
- A school hoodie.

The following unbranded items are **required**:

- A white shirt
- Grey trousers, knee length skirt or pinafore.
- White, navy, grey or black socks worn below the knee, or opaque tights in navy, grey or black.
- Black leather (or leather look) shoes

The following unbranded items are **optional**:

- Navy PE leggings, and
- Navy Tracksuit pants (plain with no logo).

### Further guidance on specific items

<p><b>Trousers</b></p> <ul style="list-style-type: none"> <li>• Formal trousers - school grey standard cut</li> <li>• No zips on pockets</li> <li>• No jeans or chino styles</li> <li>• No elaborate buttons or sequins</li> <li>• Worn with dark socks (black/navy/grey)</li> </ul>	<p><b>Skirts, tights and socks</b></p> <ul style="list-style-type: none"> <li>• Students can wear a school grey knee length skirt</li> <li>• No short, narrow pencil skirts</li> <li>• Students who wear a skirt must either wear black, grey or navy opaque tights, or ankle or knee socks in white, black, navy or grey</li> <li>• Socks should be below the knees</li> </ul>
<p><b>Jumpers</b></p> <ul style="list-style-type: none"> <li>• Students can choose to purchase a branded V-neck jumper</li> <li>• No crew necks jumpers</li> <li>• No sweatshirt styles</li> <li>• No hoodies to be worn under blazers apart from the school hoodie</li> </ul>	<p><b>Coats</b></p> <ul style="list-style-type: none"> <li>• We prefer students to wear a plain outdoor coat with no logos.</li> <li>• A hoodie is not a substitute for an outdoor coat and will be confiscated by school.</li> </ul>
<p><b>Jewellery, Nails, Make-up and Hair</b></p> <ul style="list-style-type: none"> <li>• Students may wear one small stud earring in the lobe of each ear</li> <li>• No other jewellery should be worn by students during the school day</li> <li>• Make-up should be natural and kept to a minimum</li> <li>• False eyebrows or lashes (including strips and semi-permanent) of any kind are not permitted.</li> <li>• Hair must be appropriate and not an extreme style</li> <li>• Hair must be a natural colour</li> <li>• Short hair must not contain shaved patterns</li> </ul>	

- Nail varnish is not to be worn in school
- Acrylic nails are also not allowed in school
- The Behaviour and Discipline policy has more information about the above.

## 6. Where to purchase our school uniform

For all the branded items included in our school uniform, the retailers are:

<p><b>Warrington Schoolwear</b>  50-54 Buttermarket Street  Warrington  WA1 2NN  Tel: 01925 576868  <a href="#">Online Shop</a></p>	<p>Touchline UK  Liverpool Road  Warrington  WA5 1AE  Tel: 01925 413777  <a href="#">Online shop</a></p>
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The unbranded items included in our school uniform are widely available.

The school keeps a small stock of second hand uniform which has been kindly donated from ex school families. Parents and carers who wish to access secondhand uniform should contact Tina Wiegand on 01925 853 500.

## 7. Monitoring arrangements

This policy will be reviewed every 2 years by Tina Wiegand, School Business Manager. At every review, it will be approved by the full governing board.

## 8. Links to other policies

This policy is linked to our:

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