



Brookfields School

Uniform and Clothing Policy

Date	Description
3 July 2024	Approved by the Full Governing Board

Review schedule	Annually
Next review	July 2025
Policy holder	James Gearing

BROOKFIELDS SCHOOL EQUALITIES STATEMENT

All pupils at the school are offered a broad, balanced, stimulating and relevant curriculum regardless of their background, culture or ability. Each pupil is valued for who they are and what they bring to the school. We appreciate and celebrate the richness of diversity within the school community as well as the wider community. Through the work we do across the school on developing Values, we actively promote the importance of tolerance, co-operation, courage, determination, friendship and respect. Through this approach, pupils develop independence, confidence and integrity which prepares them for their future lives.

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We feel that uniform is a marker of our community and creates a sense of belonging for our pupils. By creating a common identity amongst all pupils, regardless of background, a school uniform can act as a social leveller.

We are proud to be a school that represents itself in the locality and is recognisable and distinct from other schools.

Because a lot of our pupils also spend some of their time learning in the community as they get older and move through their school journeys, we want our school uniform to be a marker that our pupils are working, learning necessary skills and finding a place within local places.

We also believe that uniform can bestow a sense of pride and purpose. For those pupils who rely on routine, having uniform to get dressed into as a marker of the beginning of the school day can be powerful and very useful to some parents.

Primary and secondary uniforms

We recognise that, although our school meets the needs of children from 4-19, our school is all on the same site. This can sometimes be problematic for some pupils who want to feel a distinct difference between being in the primary and secondary school – ‘graduating’ from one school to the other may be significant to them despite the distance between schools being short. To aid this feeling of ‘moving on’ we use 2 separate uniforms – in primary school the jumpers are blue and in secondary school pupils can choose to wear a black jumper instead.

For some of our pupils this has helped them to feel as if they have grown and are better recognised as secondary age. Black was chosen by our pupils as a mature colour, reflective of the darker uniform colours of local mainstream secondary schools.

When pupils reach 6th form age and stay with us post-16, they are no longer required to wear uniform. We wanted this in place to inspire a sense of freedom for our 6th form pupils, and again to set a distinct difference between phases of the school. Some 6th form pupils are in mixed groups with pupils who are of secondary age, and the non-uniform choice helps them to differentiate a difference in age and experience despite being in the same group. Any pupils choosing to wear non-uniform must still adhere to the school therapeutic thinking behaviour policy around uniform and appropriate dress (see Appendix A) and for some of our pupils their families will need to support them in making appropriate choices with their clothing.

WHAT IS THE SCHOOL UNIFORM?

The school uniform consists of:

Primary School



- Blue sweatshirt (either including the school logo, or a plain blue)
- White polo shirt
- Smart trousers in black / grey
- Pinafore dress or knee-length skirt in black / grey
- Check dress in blue / white (please consider appropriate weather)
- Shorts in black / grey (please consider appropriate weather)
- Grey / black tights (optional)
- Black shoes / trainers (acceptable if smart)

Secondary School



- Black sweatshirt (either including the school logo, or a plain black)
- White polo shirt
- Smart trousers in black / grey
- Pinafore dress or knee-length skirt in black / grey
- Check dress in blue / white (please consider appropriate weather)
- Shorts in black / grey (please consider appropriate weather)
- Grey / black tights (optional)
- Black shoes / trainers (acceptable if smart)

PE Uniform (applies to primary and secondary pupils)

- shorts in blue / black
- t-shirt in blue / black / white or a sports top
- tracksuit bottoms in blue / black
- trainers or plimsols (for outside use as well as activities in the halls)

Swimming Kit

- swimming trunks/shorts or swimming costume
- towel

As pupils grow older it may be appropriate for them to wear a t-shirt in the swimming pool for their modesty.

Necessary items

- All-weather coat
- Sun hat
- Gloves and scarf
- Wellington boots / mud suit / all in one (Early Years only, unless specific pupil need is identified)

There may be some specific clothing items that will be requested depending on pupil need. These could include:

- Spare sets of uniform
- Pads, nappies, personal care clothing or equipment
- Preventative clothing such as all-in-one suits, mud suits etc. for pupils who like to get messy

The pupil's class team will discuss these needs with you as necessary, and depending on the needs of the young person.

We try to make sure our uniform is as accessible and reasonably costed as possible.

It is parents/guardians responsibility to ensure that young people attending Brookfields School are appropriately dressed for school, and that measures are taken to ensure uniform or agreed appropriate clothing is available at all times. In some instances, some pupils may need to bring in changes of clothing or spare clothing. This will be discussed on a case-by-case basis with families and their class teams.

Uniform with the school logo can be ordered directly from a recommended supplier. Please see 'Useful Links' appendix B for further information. We ensure that the supplier delivers the best quality (particularly durability) at the most reasonable cost, and regularly do cross-comparative checks to ensure the supplier remains the most business for our community.

All non-logo uniform can also be purchased at reasonable prices from large supermarkets or department stores, for example plain white polo shirts and smart trousers.

Footwear can be the choice of the family / pupil as long as it remains smart, sensible, and practical and meets the everyday needs of the student.

Second hand uniform

Second-hand uniform is available on request from the school office – please enquire as to what is available and identify what you need so a pack can be set up for you.

Inappropriate clothing choices (Post 16 non-uniform)

Pupils may be asked to change their clothing if it is deemed inappropriate. In this instance parents / guardians will be informed on the same day and requested to assist in making sure clothing choices are appropriate for school. Please refer to this policy for guidance.

Jewellery

No pupils should wear jewellery to school as it could pose significant risk (for example, no effective choke-release mechanism if it were to be pulled).

If pupils have pierced ears, they are able to wear a small stud but will be asked to remove it during PE sessions. Earrings and piercings will also be considered on a case-by-case basis depending on the needs of the class group the pupil is placed with, risk assessment and appropriateness. In these instances, the school will contact parents / guardians for discussion.

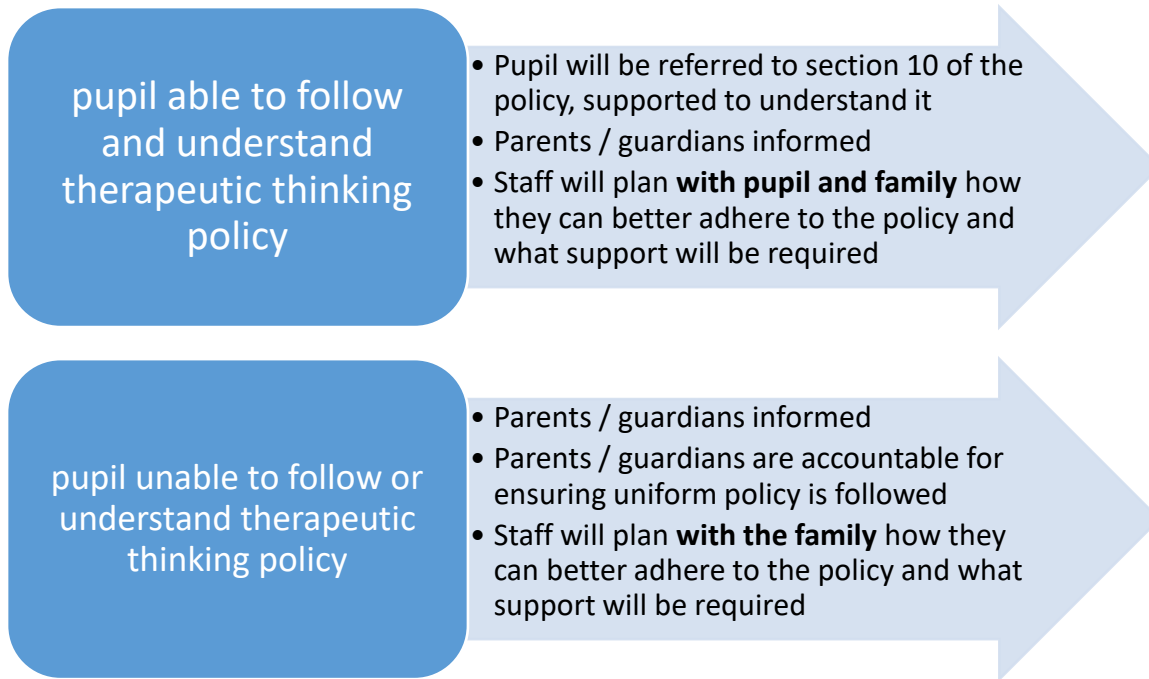
If a pupil chooses to wear jewellery to school, they will be reminded of the therapeutic thinking school policy, section 10. They may be asked to keep the jewellery locked away in order to ensure it's safety, and then they will be returned it at the end of the school day

Spare clothing

If pupils require spare clothing but do not have it with them, they may be given spare clothing from school stocks. In this instance, please ensure the spare clothing is cleaned and returned to the school as quickly as possible so it can benefit other pupils.

Non-compliance with the policy

This process can fall into 2 categories, displayed below;



In the instance that no progress is made and the pupil continues to fall outside of the policy despite intervention, the non-compliance may be dealt with at an appropriate level in conjunction with the schools' Therapeutic Thinking policy (see below).

In any instance, we strive to work together to support families in finding the best outcomes for their young people, with physical and emotional safety as the utmost priority.

We aim to deal with any non-compliance with the policy in a fair, ethical and therapeutic way. We do not promote use of sanctions or punishments, and we aim for none of our pupils to feel shamed for what they cannot achieve or what they perceive to have done wrong, particularly around choice of clothing or adherence to uniform. We want pupils to learn from and issues that arise from non-compliance and feel supported in finding positives through change, in order to help them fulfil their potential.

Please see Appendix A – excerpt from the Therapeutic Thinking Policy, Section 10

It is important for us that no pupil feels excluded or discriminated against because of our school decisions regarding uniform. We have worked to ensure that our uniform serves to protect distinct characteristics;

- sex
- religion or belief
- race (including colour, nationality, ethnic or national origin)
- disability
- gender reassignment
- pregnancy (where relevant)

Needs that may preclude uniform use

Some pupils may find that uniform is difficult for them to wear due to sensory needs, or where changing and personal care needs lead to alternatives to uniform being sought (eg. if uniform is dirty, they wear spare clothing). If this is the case, the school advises that family contact the pupil's class teacher or the school office as soon as possible so this can be discussed. Whilst uniform is important, we want all our pupils to feel happy and comfortable to come to school first and foremost.

Gender

Whilst our school uniform lends typically to male / female clothing choices we do not stereotype our pupils on their choice of uniform or enforce gender-typical uniform choices based on their biological sex. Families may want to discuss their young person's choice of uniform and we would welcome those discussions at any point.

Religious beliefs

Some religions and beliefs require their adherents to conform to a particular dress code or to otherwise outwardly manifest their belief. This could include wearing or carrying specific religious artefacts, not cutting their hair, dressing modestly, or covering their head. Pupils have the right to manifest a religion or belief, but not necessarily at all times or places, or in a particular manner.

At Brookfields we are sensitive to different cultures and their guidelines and are open to discussion on how our uniform can best fit different cultural groups who may be part of our community. We may be able to make reasonable adjustments to the policy. However, our first priority will always be safety and so if this could potentially be compromised by an adaptation to the uniform policy we may have to discuss further with our governing body. In any instance, these will be case-by-case decisions and we strive to avoid discrimination in any circumstance.

We hope that our school uniform and policy surrounding it is seen as inclusive, protective of distinct characteristics and considerate to the needs of our population. However, as a school Brookfields always welcomes feedback and challenge.

All complaints to the school uniform policy should be dealt with as part of a process through the school complaints policy and procedure (please see Appendix B for link).

All complaints will be dealt with fairly and in accordance with the policy, with governor involvement where appropriate.

Any challenges to the policy can be raised directly in writing through the school office.

All challenges, including requests for adaptations to the uniform will be discussed fairly and ethically at governor level where appropriate.

If a request for an adaptation is made, we aim to feed back our response to this as soon as possible and will usually be done within a half term of the request being made, particularly if the adaptation needs to be discussed with governors.

Excerpt from the school therapeutic thinking policy

10. Uniform

Pupils up to the end of Year 11 are required to wear a school uniform either with or without the Brookfields School logo. Pupils in the 6th Form may wear their own clothes which must be appropriate for an educational setting. No offensive imagery or words on clothing or anything felt to be deliberately sexualised or provocative in nature will be allowed to be worn. Football shirts will only be allowed to be worn as part of a pupils PE kit in the 6th form.

Nothing of any great value should be worn as the school cannot take responsibility for its loss. Items should be discreet and pupils should not wear anything that could be a danger in lessons. On the grounds of Health and Safety, pupils with ear piercings must only wear studs (no facial jewellery other than studs in ears may be worn). No jewellery or watches can be worn during PE.

Non-Compliance should be dealt with by:

- Speaking to the individual and reminding them of school expectations. Find out if there are any underlying issues that mean they are not able to wear uniform as expected.
- Staff should explain why it is important for uniform to be worn.
- Staff should explore the feelings underlying the refusal to wear uniform with the pupil.
- If the pupil does not have school uniform with them they will be offered spare uniform to be worn that day where available.

Persistent refusal to comply with uniform expectations

- Parent(s)/carer(s) informed
- Parent(s)/carer(s) asked to bring in uniform

the understanding and ability to follow the expectations in part one.

Pupils who are regularly unable to demonstrate pro-social behaviour towards others will have an individual behaviour assessment. The assessment will include (but not be exclusive to) a Risk Assessment, recording and observation. The assessment will gather evidence to establish:

- Their ability to communicate effectively by another means
- Feelings underlying the anti-social or unsocial behaviour
- Reasons for those feelings
- Strategies required to support the development of pro-social behaviours

Once the behaviour assessment has been completed and observations of the pupil and discussion had with parent(s)/carer(s) and the staff team, a Therapeutic Plan will be put into place which all staff working with the pupil must follow. Wherever possible, planning must take into account the views of the pupil.

Please note that for some pupils they will only require a 'mini plan' that supplements their Personalised Learning Plan (PLP) as there is just one specific behaviour or a low level concern at present.

[Brookfields School - Uniform](#) (website page with links to order)

[Brookfields School - Policies and Documents](#)

Guidance documents

[Human Rights Act 1998 \(legislation.gov.uk\)](#)

[Equality Act 2010 \(legislation.gov.uk\)](#)

[Cost of school uniforms - GOV.UK \(www.gov.uk\)](#)

[Developing school uniform policy - GOV.UK \(www.gov.uk\)](#)