South Farnham Educational Trust

The Continual Pursuit of Excellence

Uniform Policy

Brighton Hill Community School

Making success inevitable

REVIEW DATE:	SEPTEMBER 2025
NEXT REVIEW DATE:	SEPTEMBER 2027

1. Purpose

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.
- 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 gender, giving 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 (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 gender.
- Allow pupils to wear headscarves and/or other religious garments.
- Allow pupils with sensory or physical needs to make reasonable and agreed 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 Mr Pete Beeching, 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.
- Is published on the school website.

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.

- 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.
- Avoiding different uniform requirements for different year/class/house groups.
- Avoiding different uniform requirements for extra-curricular activities.
- 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.
- Ensuring that uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by reviewing contracts at least every five years.
- 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 school uniform

4.1 Our school's uniform

A student wearing non-uniform clothing can expect to be challenged in school. If a note (or other similar contact from parents/guardians) is provided, a temporary uniform permit will be issued for a maximum duration of 1 school week. Parents are expected to provide a note explaining incorrect uniform on the day (or in advance of the day) that the infringement occurs. The school reserves the right to sanction students who repeatedly provide retrospective notes to explain incorrect uniform.

A student failing to comply with the expectations of the uniform policy is likely to be sanctioned in the following way:

- Incorrect uniform without note (e.g. no tie, no blazer, trainers, wrong-coloured socks) are likely to be issued with an immediate After School Reflection (please refer to the school's behaviour policy for details of After School Reflections).
- 'Rolled' skirts – a student who has a skirt rolled up will receive an immediate After School Reflection. The skirt will need to be unrolled immediately. Students will be removed from lessons until the skirt has been unrolled.
- Inappropriate trouser wearing – i.e. trousers worn below the waistline meaning that garments worn under the trousers are visible – will be sanctioned with an immediate After School Reflection, in line with the sanction for skirts that have been rolled and deemed inappropriate.
- Hoodies/scarves (and other non-policy conforming items) – a student will be asked to remove the hoodie. The member of staff will confiscate the hoodie and return it to the student at the end of the school day. However, staff are within their rights to withhold the item of clothing and return it only to a parent (as per the mobile phone rule) if the student repeatedly wears the hoodie to school. Hoodies should not be worn on the way to school or on the way home from school.
- Fake nails – students will be sent to the medical room/WBC and asked to remove these immediately. Failure to remove the nails will lead to isolation. Similarly, if nails need to be removed professionally, students will be isolated until this is done. The student will not return to normal lessons until the nails have been removed. School sanctions may also be applied if students repeatedly wear fake nails to school.
- Jeans/skin-tight trousers/leggings/excessively short skirts – students will not be allowed to attend lessons when wearing such items. Parents will be contacted immediately and asked to bring appropriate school trousers/skirt to the school for the student to wear. Students will not return to normal lessons until appropriate trousers / skirt have been provided.

- Jewellery – students will be asked to remove the item, which in some cases may result in these items being confiscated. The school reserves the right to return confiscated items to parents only, and not students. However, in some circumstances the school may not return some items at all. This may be the case when students have needed to be challenged on more than one occasion about a particular uniform problem. In addition, students and parents should be aware that jewellery is brought to school at the students' own risk. The school takes no responsibility for any item of jewellery that contravenes the school's uniform policy and is subsequently lost on school site.
- Failure to attend PE lessons without the required uniform/kit will lead to the behaviour escalation process to be implemented. On the first occasion of missing full kit or missing an item of kit, the student will be given O1 (opportunity 1). O2 will be given on the second occasion. On the 3rd occasion and every subsequent occasion, the student will be sanctioned with an After School Reflection in line with the school's behaviour policy. This escalation process will re-set (re-start at O1) at the start of each new school term (i.e. after Christmas, Easter and Summer holidays). In addition, students arriving at PE lessons without PE kit will be expected to borrow spare kit (which is regularly washed/cleaned) from the PE department. Refusal to wear spare kit will result in an automatic After School Reflection.

Students who repeatedly fail to wear their school uniform appropriately may be placed on a uniform report. Students will then be sanctioned for repeated failure to adhere to the uniform expectations. Whilst on report, the student will be assessed on:

- Ensuring their shirt is tucked in
- Ensuring their top button is done up
- Ensuring their tie is a reasonable length (at least 5 stripes/bars should be visible below the knot)
- Ensuring blazer sleeves are not rolled up
- Ensuring the blazer is worn at all times around the school (except when students are allowed to remove these, i.e. during excessively hot periods during the summer term – students and parents will be informed when this is the case)
- Ensuring skirts are not rolled up, making them excessively short
- Ensuring trousers are worn appropriately and do not expose underwear
- Ensuring socks are black – and no other colour
- Ensuring make up is not excessive and is in line with the make-up allowances dictated in the appendices below
- Ensuring jewellery, other than that detailed in the appendices below, is not worn in school.

Subject to the final appeal process, the Headteacher is normally the final arbiter in all matters of uniform and dress.

Guidance on appropriate uniform is found in the lists below:

List of required and optional uniform for all students.

*__Optional__ part of uniform

Item of uniform	Available to be purchased from Skoolkit	Guidance / Description	Items / uniform variations not permitted
Blazers	Available	BHCS blazers are compulsory for all students	
Tie	Available	All students to wear appropriate house-coloured ties.	No other tie is permitted (unless a prefect, who may wear the prefect tie during Yr11).

Shoes	Not available	Plain black traditional leather* style shoes suitable for school use Maximum heel height 2” / 5cm *Shoes do not need to be made from real leather	No boots or Ugg style boots, no trainers, no stiletto shoes, no platform soles, no backless shoes, no plimsolls, no dolly shoes. No shoes that have any other colours, branding or marking.
Shirt	Available	All students are required to wear the Brighton Hill Community School daffodil yellow shirt only	No other colour shirt is permitted to be worn. Blouses are not permitted to be worn.
Trousers	Available	Plain black **BHCS recommends Skoolkit as the supplier of this item**	No other colour is permitted. Trousers should be worn appropriately (at waist/hip level) in a way that does not expose any garment being worn under the trousers (e.g. underwear). Failure to comply with this expectation will result in an immediate After School Reflection. Not flecked or patterned. No jeans or chino material / style permitted. Not tight fitting – no flares, no hipsters, no leggings, no belts, no zips or decorative buttons on the front panel of trouser.
Skirts	Available	Pleated Charleston style skirt, plain black **BHCS recommends Skoolkit as the supplier of this item** However, the Charleston style skirt can also be found in M&S (code: T760171) Black pleated skirts are also available at Asda and Sainsburys	No other colour is permitted. No excessively short or long skirts are permitted. Skirts that are shorter than mid-thigh length for example, will be considered as excessively short. The Senior Leadership team will have the final say on whether a skirt is excessively short. Skirts should also be no longer than mid-calf length. No belts are permitted. Skirts should not be rolled at the waist – failure to comply with this expectation will result in an immediate After School Reflection.
Socks	Not available	Plain black	No other colours are permitted.
*Tights	Not available	Plain black or flesh / neutral coloured	No other colours are permitted. No patterns.
*Jumpers	Available	BHCS V neck, navy (unisex) This item is **optional**	No jumper other than the BHCS jumper is permitted to be worn. No sweatshirts or cardigans are permitted. No hoodies are permitted.
*T-Shirts / Undershirts	Not available	A **plain white** vest or T-shirt may be worn under the school shirt for extra warmth but **must not be visible**	No other colour is permitted. No visible T-shirts. No patterned or logos on T-shirts are permitted.
*Coat	Not available	Plain black or navy only	No other colour, discreet marking or branding is permitted (e.g. a small brand logo on the breast of the coat is acceptable and permitted, but larger less discreet branding is not). No hoodies are permitted. No denim or leather jackets are permitted.

			High visibility jackets or other similar garments (e.g. reflective bands, etc) are allowed to be worn by cyclists and pedestrians on the way to school for safety. These should be worn over the top of other garments but should be removed on entry to school and kept in students' bags/lockers.
*Hats	Not available	Plain black	No other colour is permitted. No caps* or ski hats. *exceptions to be made to the caps may be made in extreme heat where sun burn is a concern, through discussion with the Headteacher, SLT or the relevant Head of Year
*Tailored 'summer' shorts	Available	Plain tailored, professional looking shorts	These must be purchased from Skoolkit. No other shorts are permitted.
*Scarf	Not available	Plain black scarf	No other colour is permitted to be worn in school. No logos or designs permitted.
*Belts	Not available	Plain black	No branded belts are allowed

* **Optional** part of uniform

List of required and optional <u>PE uniform</u> for all students.

Item of uniform	Available to be purchased from Skoolkit	Guidance / uniform variations not permitted
BHCS Polo Shirt in House colour	Available	**REQUIRED ITEM** No other polo shirt is permitted.
*BHCS shorts in House colour	Available	**OPTIONAL ITEM** Plain navy blue shorts without a logo can alternatively be worn
White ankle socks	Available	**REQUIRED ITEM** No other colour socks are permitted.
Yellow football socks	Available	**REQUIRED ITEM** No other colour football socks are permitted.
Trainers	Not available	**REQUIRED ITEM**

		These should have laces and be fit for purpose. No plimsolls are permitted.
Shin pads (for hockey and football)	Not available (available in the PE shop at BHCS)	**REQUIRED ITEM**
Gum Shield (for rugby and hockey)	Not available (available in the PE shop at BHCS)	**REQUIRED ITEM**
Hair Tie	Not available (available in the PE shop at BHCS)	**REQUIRED ITEM** for students with hair that may impede vision during practical activities.
*BHCS logo hoodie in House colour	Available	This item is **OPTIONAL but strongly recommended** No other hoodies are allowed. BHCS hoodies are only allowed to be worn during PE lessons. BHCS hoodies are not allowed to be worn at any other time in school.
*Football / rugby boots	Not available	Rugby safety studs are to be worn in rugby boots. Screw-in studs are not permitted on Basingstoke Soccer Centre.
*BHCS Tracksuit Bottoms or leggings	Available	**OPTIONAL ITEM** Plain Navy leggings and tracksuit bottoms are acceptable.
*BHCS rugby shirt	Available	**OPTIONAL ITEM** No other rugby shirt is permitted.

Details pertaining to appearance for all students.

Appearance	Guidance / description	Variations not permitted
Earrings	One conventional, plain gold or silver-coloured stud no bigger than 4mm can be worn in each ear lobe only. Students may only have their have their ears pierced ONCE in each ear lobe. It is strongly advised that students wishing to have their ears pierced should do so at the beginning of the summer holiday, so as to avoid the need for spacers and – or additional piercings to close up.	No other style of earring is permitted. No other body jewellery is permitted. No spacers, belly button piercings, nose studs, tongue piercings are allowed to be worn. Failure to adhere to this policy will result in the student having to remove the piercing or being isolated.

	Earrings are brought to the school at the students' own risk.	
Hair	Students are permitted to colour their hair, however this must be of a natural colour (e.g. blonde, black, brown, auburn, etc). Highlights of a natural colour are permitted.	Non-natural hair colours are not permitted. Students are not permitted to have any marking or tramlines shaved into their hair. No extreme haircuts permitted e.g. Mohicans. If in doubt, please consult the school before committing to a specific hair cut style. Failure to adhere to this policy will result in the student either being isolated until the issue is resolved
Nails	Nail varnish, acrylic or gel nails are not permitted to be worn.	Failure to adhere to this policy will result in the student being asked to remove the nail varnish / nails and sanctioned.
Jewellery	Watches are allowed and encouraged in school. However, smart watches will be confiscated if students are seen using these in place of a mobile phone. Medical bracelets are permitted to be worn. Necklaces, bracelets, chains and rings are not permitted. Smart watches are brought to school at the students' own risk.	No other jewellery is permitted to be worn, even if for sentimental reasons. Failure to adhere to this policy will result in the items being confiscated.
Headphones	Headphones / earphones are not permitted to be visible or worn in school.	Failure to adhere to this policy will result in the items being confiscated.
Tattoos	It is a criminal offence to tattoo anyone under 18 unless a qualified medical practitioner does it for medical reasons. Any incidences of tattoos will be investigated by the school as an issue of child protection.	
Make-up	Make-up is not permitted to be worn at any time for students in KS3. This includes blusher, mascara, eyeliner, eye shadow and lipstick. Students in KS4 are permitted to wear discreet levels of natural coloured make-up. Fake eyelashes and eyelash extensions are not permitted in school.	Failure to adhere to this policy will result in the student having to remove all traces of make-up. Persistent wearing of make-up will result in a higher sanction. Students wearing fake eyelashes or eyelash extensions will be expected to remove these – students will not attend lessons until they are removed.

Glasses	Students are permitted to wear prescription glasses only. As such, sunglasses can only be worn if they are prescribed by an appropriate medical professional. The only exception to this rule is during sports day, where students may be exposed to the sunlight for a prolonged period of time on that day.	Students are likely to have sunglasses confiscated if they are being worn in school.

4.2 Where to purchase our school uniform

Parents and carers can obtain official school uniform items through Skoolkit, our designated uniform supplier. Skoolkit is a specialist school outfitter with a local store located in Church Street, Basingstoke, Hampshire, which is the nearest branch for our school community and stocks our branded uniform items.

Branded uniform items can be ordered directly in-store at Skoolkit or via their online service, with delivery available to your home address.

In addition to uniform with the school logo, non-branded items such as plain shirts, trousers, skirts, socks, tights and other generic pieces are not required to be purchased solely from Skoolkit. These items may be bought from a range of high-street retailers or generic uniform suppliers, provided they meet the requirements set out in this policy.

Parents and carers are encouraged to consider quality, fit and value when purchasing both branded and non-branded uniform items.

Information about second-hand uniform

Our Parent Teacher Association (PTA) runs second-hand uniform sales and stalls at multiple points during the school year. These events are communicated directly to all parents and carers by the PTA and provide an affordable option for families requiring uniform items, while also supporting sustainability through reuse.

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 Mr Pete Beeching 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 Mr Pete Beeching 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.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our 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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with under the 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 Local Governing Board will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account 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 five years.

6. Links to other policies

This policy is published on our school website and available on request from the school office.

This policy is linked to our:

- Behaviour policy

- Complaints policy
- Equality, Diversity and Inclusion Policy