Birkett House School

School Uniform Policy

STATUS: DUE FOR REVIEW / AWAITING APPROVAL / IMPLEMENTED (HIGHLIGHT AS APPROPRIATE)	
Reviewed date:	8th September 2026
Reviewer:	Cath Brooks
Implementation date:	4th October 2026
Next review:	8th September 2028
Headteacher:	Tom Harrup
Date of review by Governors:	23rd September 2026
Chair of Governors or Committee:	Tom Pearce

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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. 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, sexual orientation, 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
- 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 the school office 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 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 not insisting on any items with distinctive characteristics, although these are available should parents and carers choose to purchase them.

4. Expectations for school uniform

4.1 Our school's uniform is:

Birkett House School – Wigston Site

The school colour is royal blue

- Pale blue or white polo shirt
- Royal blue fleece
- Royal blue or blue sweatshirt or cardigan
- Black or grey trousers, skirt or joggers

Uniform can be purchased online by visiting **www.yourschooluniform.com, if parents wish to purchase uniform with Birkett House branding**

Alternatively, appropriate garments in the school colours can be purchased from local stores.

PE for whom it is appropriate that a change of clothing is required:

For PE we ask the following:

- Plain T-shi
- Plain jogging bottoms or shorts
- Trainers unless specialist shoes are required.

Swimming:

- Appropriate costume, towel and continence products / clothing if required.

Please ensure that ALL uniform / clothing is clearly marked with your child's name.

Little Hill/Thistly Meadow

- A white shirt or polo shirt
- Black or grey trousers, skirt or red and white summer dress
- Plain red sweatshirt, jumper or cardigan
- Flat black shoes or trainers

PE Kit

- Black shorts and trainers, joggers and a sweatshirt in the winter
- At Little Hill the T-shirt colour for PE is black.

Thomas Estley Community College

We ask that pupils on role at Birkett House who are based at The Centre at Thomas Estley Community College adopt the same uniform as their mainstream peers detailed on Thomas Estley Community College

The Birkett House Centre Uniform is as follows:

Charcoal mid-grey bottoms, preferably with a straight leg, not gathered at the ankle or mid-grey pleated skirt.

- White polo shirt or cotton shirt
- Thomas Estley jumper or cardigan or
- Black leather or fake leather shoes or smart black trainers with Velcro if laces are difficult or need to go over splints
- If boots are worn, they must look like shoes when worn under trousers, boots cannot be worn with skirts
- Optional Thomas Estley clip on tie
- Optional Thomas Estley blazer

PE KIT

- **Thomas Estley branded navy blue** T-shirt
- **Black / navy blue** shorts
- **Black / navy blue** football socks
- **Navy blue** tracksuit top / cold weather top (optional)
- **Black / navy blue** tracksuit bottoms (optional)
- Football boots when on grass
- Clean trainers for indoors

Seniors based adjacent to Countesthorpe Academy

KS3 & KS4 school uniform:

- Plain white shirt or polo shirt with collar (no logos) long or short sleeved
- Plain V neck black jumper or sweatshirt
- Plain black smart trousers. No black jeans or jeggings.
- If pull up trousers enables greater independence for your son/daughter, then open cuff jogging bottoms would be suitable
- Plain black skirt. Skirts must be of a reasonable length (no more than 2" above the knee).
- Plain black leggings may be worn underneath for practical reasons
- Black or grey socks.
- Black, grey or natural tights
- Plain black shoes or boots with no logos or flashes on them

Sixth Form:

- Although there is no uniform for post 16 students, we would aspire that students are encouraged to wear appropriate clothing.
- Please ring the office at Seniors (0116 2477711) if you are unsure about this and need any further information or clarification

PE:

For PE we ask the following:

- Plain T-shirt

- Plain jogging bottoms or shorts
- Trainers.

4.2 Where to purchase or acquire it

Parents and carers can buy school uniforms from high-street retailers or for the optional Thomas Estley Blazer from Hole in the Wall, Hinckley and YourSchoolUniform.com

- Information about how parents/carers of current and prospective pupils can acquire second-hand uniform in a 'timely' manner. For example, for parents/carers of pupils joining the school, this means giving them sufficient notice of where they can buy second-hand uniform in advance of the new school year. You should also ensure that parents/carers can obtain second-hand uniforms discreetly. We will have second hand uniform available at coffee mornings either freely available or for a voluntary donation.

5. Expectations for our school community

5.1 Pupils

Pupils are **not** required to wear the correct uniform at all times, other than on the Thomas Estley Site.

5.2 Parents and carers

Parents and carers are expected to make sure their child has appropriate clothing and PE kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- Due to the needs of some student, it is appropriate that spare clothing is available in school for them, and that this too is appropriately labelled.

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 appropriately dressed to protect their dignity and allow them to partake in the curriculum.

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 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
- 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 5 years.

6. Monitoring arrangements

This policy will be reviewed every three years or following changes at other sites. At every review, it will be approved by the Quality Committee.

7. Links to other policies

This policy is linked to our:

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