



BISHOP VESEY'S GRAMMAR SCHOOL
Uniform Policy
Teaching & Support Staff

Staff covered by this procedure:	Teaching and support staff
Last Review:	September 2023
Review prepared by:	Headteacher
School's review date/by whom:	September 2024
Signed by Chair of Governors:	Mark Maybury

UNIFORM POLICY

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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 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 sex, race, religion or belief, 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 the way that is appropriate for school yet makes them feel most comfortable

Allow pupils to request changes to swimwear for religious reasons

Allow pupils to wear headscarves and other religious or cultural symbols

Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mr David Goodwin (Deputy Head Pastoral), who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

At Bishop Vesey's Grammar School we are committed to providing a Uniform that is affordable for all sections of our School community.

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 on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have 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' 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 considering the following factors when our contractual arrangements for School Uniform and Games Kit are up for renewal:

- Carefully considering whether any items with distinctive characteristics are necessary

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- Limiting any items with distinctive characteristics to a BVGS School tie either in House or Sixth Form, along with a BVGS badge which can be sewn on to any black blazer
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as V-Neck Jumpers, as long as this does not compromise quality and durability
- 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 extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents 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

Key Requirements:

- Black Blazer with School badge on the pocket to be worn at all times
- White shirt with House tie
- Black trousers. Trousers must be smart and should not be made from denim, corduroy or canvas and must not be low slung or tight fitting.
- Plain dark grey or black socks
- Sensible and plain black shoes without embellishments or canvas sections. Any form of trainer is not acceptable.
- A grey or black V-necked pullover is optional
- Coats should only be worn on top of your blazer outside of school and should be a reasonable style. School hoodies are to be worn on the training ground only, not in school.
- We allow pupils to have long hair (though we reserve the right to ask for this to be tied back and follow the guidelines for Science laboratories, PE and Workshops)

Games Kit: (Rugby, Hockey): School Games reversible jersey, black shorts, black and white hooped socks, boots, mouth guard.

P.E Kit Black Shorts, House coloured T-Shirt, training shoes.

Optional: White Socks, white sweater, white trousers and boots for representative cricket.

School Tracksuit for all sports.

Please note that there is no expectation for students to purchase a branded School Tracksuit/hoodie and they may wear non branded tracksuits, as long as they are black or navy blue in colour.

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For Sixth Form Games, we do not expect students on casual Games options to purchase any official Games Kit. If students represent the School, they will be directed in terms of, which kit items are required. In most instances, the School provides representative Sports kit.

4.2 Where to purchase it

School Uniform items can be purchased online at www.clivemark.co.uk or in store at 11-13 Boldmere Rd, Boldmere, Birmingham, Sutton Coldfield B73 5UY

School Uniform to include a BVGS House tie/ Sixth Form tie and School blazer can be ordered.

Student may purchase the official BVGS V-Neck jumper but can purchase a V-Neck Jumper from a supplier of their choice as long as it is dark grey or black.

Our Games/P/E kit is available to buy online at www.speedonesports.com/

- Please note that any families struggling to meet the cost of uniform should email the main school office and mark their communication 'Private and confidential.'
- Families who attract Pupil Premium funding should also note they have an allocation of £200 funding from the Vesey Foundation charity. You can ask for this to be spent on school costs such as uniform. Please email the main school office to action this and mark your communication 'Private and confidential.'

4.3 Secondhand Uniform Sales

At Bishop Vesey's Grammar School the PTFA will organize a 'second hand' uniform sale on two separate occasions in any given academic year.

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 David Goodwin, Deputy Headteacher, Pastoral 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 are also expected to contact Mr David Goodwin (Deputy Head Pastoral) if they want to request an amendment to the uniform policy in relation to:

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- 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:
 - Resolved locally
 - Dealt with in accordance with our school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

If a student reports to School without appropriate School shoes and is not medically excused from wearing School shoes, he or she will be loaned a standard pair of School shoes for the day, which are available from the Deputy Head's Office.

Ongoing breaches of our uniform policy will be dealt with by Mr David Goodwin (Deputy Head Pastoral)

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 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 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 on an annual basis by the Deputy Head Pastoral but also when the School contractual obligations for School Uniform and P.E Kit are up for renewal. At every review, it will be approved by full governing board and Chair of Governors].

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality and diversity policy

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- Anti-bullying policy
- Complaints policy