# School Uniform Policy

<table>
<thead>
<tr>
<th>Contents:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Legislative framework</td>
<td></td>
</tr>
<tr>
<td>2. Religious clothing</td>
<td></td>
</tr>
<tr>
<td>3. Equality</td>
<td></td>
</tr>
<tr>
<td>4. Complaints and challenges</td>
<td></td>
</tr>
<tr>
<td>5. Clothing</td>
<td></td>
</tr>
<tr>
<td>6. Jewellery</td>
<td></td>
</tr>
<tr>
<td>7. Make-up</td>
<td></td>
</tr>
<tr>
<td>8. Hair styles</td>
<td></td>
</tr>
<tr>
<td>9. Policy review</td>
<td></td>
</tr>
</tbody>
</table>

Approved by SPA on: 25.05.17

Responsible person: Nesrim Mesnani

School’s annual review date: Sept 19

Next review date: Sept 21
1. Legislative framework

1.1 This policy has due regard to statutory legislation and national guidance, including, but not limited to, the following:

- The Education and Inspections Act 2006
- The Education Act 2011
- The Human Rights Act 1998
- The Equality Act 2010
- The School Admissions Code 2014
- DfE (2013) ‘School uniform’

2. Religious clothing

2.1 Some religions and beliefs require their members to conform to a specific dress code. City of Birmingham School does not discriminate against any religion or belief; however, the school must weigh the needs and rights of individual pupils against the cohesion and health and safety concerns of the entire school community. The school endeavours to allow religious requirements to be met.

2.2 Parents’/carers’ concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the head teacher and/or governing body, and always in accordance with the school’s Complaints Policy.

3. Equality

3.1 The school is required to ensure that the Uniform Policy does not discriminate unlawfully.

3.2 Every step has been taken by City of Birmingham School to ensure that the cost of girls’ and boys’ uniforms are not disproportionate.

4. Complaints and challenges

4.1 The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school’s Complaints Policy.

4.2 When a complaint is received, the school works with parents/carers to arrive at a mutually acceptable outcome.

4.3 Governors are willing to consider reasonable requests for flexibility in order to allow a pupil to accommodate particular social and cultural circumstances.

5. Clothing

5.1 The table below describes our expectations for pupils in lower and middle school centres. We recognise that pupils move in and out of COBS much more than a mainstream school and so previous school uniform will also be acceptable.
5.2. The vast majority of students who have their teaching at the HUB will not be returning to school. As a number of our students have not been part of mainstream education for a long period of time, due to their challenging behaviours resulting in refusal and/or non co-operation, the Hub focuses on engaging pupils to attend a place of learning and be successful. Although there is no formal uniform for Hub pupils, through initial interviews, students’ council, and the work related learning programme, students are informed that an appropriate dress code is required in a variety of settings eg The Hub, College, Training providers and employment.

5.3. The HUB’s senior management reserves the right to make a judgement on the suitability of students’ appropriate appearance, fitting to their age.

5.4. All items of clothing should be clearly labelled with the child’s name as City of Birmingham School cannot be responsible for missing/lost items.

<table>
<thead>
<tr>
<th>Item</th>
<th>Primary</th>
<th>Middle school</th>
<th>Additional Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Skirt or Dress</td>
<td>Black or grey</td>
<td>Black</td>
<td>Knee length or longer</td>
</tr>
<tr>
<td>Trousers</td>
<td>Black or grey</td>
<td>Black</td>
<td>Plain. Not tracksuit bottoms, leggings or jeans</td>
</tr>
<tr>
<td>Polo Shirt</td>
<td>White</td>
<td>White</td>
<td>Plain fabric no logo other than a school badge</td>
</tr>
<tr>
<td>Shirt</td>
<td>White</td>
<td>White</td>
<td>Plain fabric no logo other than a school badge</td>
</tr>
<tr>
<td>Blouse</td>
<td>White</td>
<td>White</td>
<td>Plain fabric no logo other than a school badge</td>
</tr>
<tr>
<td>Jumper</td>
<td>Black, grey, royal blue</td>
<td>Black</td>
<td>Plain fabric no logo other than a school badge</td>
</tr>
<tr>
<td>Cardigan</td>
<td>Black, grey, royal blue</td>
<td>Black</td>
<td>Plain fabric no logo other than a school badge</td>
</tr>
<tr>
<td>Tights/Socks</td>
<td>Black, white or grey</td>
<td>Black</td>
<td>Plain</td>
</tr>
<tr>
<td>Leggings</td>
<td>Black or grey</td>
<td>Black</td>
<td>Only if worn under skirt or dress</td>
</tr>
<tr>
<td>Hijab Turban</td>
<td>Black, grey or White</td>
<td>Black or White</td>
<td>Plain fabric, not patterned or sequined.</td>
</tr>
<tr>
<td>Shoes/Trainers</td>
<td>Black</td>
<td>Black</td>
<td>Sensible plain black shoes should be worn by both boys and girls. Black trainers are acceptable as long as they have no colour flashes or</td>
</tr>
</tbody>
</table>
6. Jewellery

6.1. For health and safety reasons the only jewellery must be removed during some lessons eg PE, Outdoor ed. Jewellery which may be worn is:

- One pair of stud earrings – no other piercings are permitted to be worn.
- A smart/sensible wrist watch.
- Karah Bangle (Sikhism)
- Simple necklace with a thin chain

6.2. Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded.

7. Make-up and hair

7.1. Coming to school is not a place for a fashion show or extreme fashions. We expect pupils to be ready for a variety of lessons taking due account of health and safety. City of Birmingham School reserves the right to make a judgement on the suitability or unsuitability of pupils’ hair and appearance. We will always discuss this with the pupil and parent / carer.

7.2. False nails and nail extensions are not permitted. Only clear or natural nail varnish may be worn

7.3. Make up must be natural and not excessive

7.4. Hair may not be worn in extreme or inappropriate styles or colours

7.5. Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. In some lessons pupils must tie back long hair

7.6. Bandana style headbands, hats and flowers/bows or excessive hair accessories are not be worn.

8. Policy review

8.1. This policy is reviewed every two years by the Leadership team.