Grove School

School Uniform Policy

Mission statement:

“Enjoy, learn, achieve”

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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 school recognises its duties under the Equality Act 2010 and the Human Rights Act 1998. When developing and implementing this policy, the school will have particular regard to the protected characteristics relevant to school uniform, including sex, race, religion or belief, disability, gender reassignment and pregnancy. The school will also take account of pupils' individual needs, including special educational needs, medical conditions and sensory needs.

The school will ensure that this policy is inclusive, proportionate and applied fairly. We will consider pupils' individual circumstances and make reasonable adjustments for disabled pupils where required.

To avoid discrimination, our school will:

- Provide a choice of uniform items that may be worn by any pupil, allowing pupils and families to select the items that are most comfortable and appropriate for them and avoiding listing uniform items based on sex.
- Ensure that the uniform options available to pupils are comparable in cost and do not place an unjustified additional financial burden on any group of pupils.
- Allow all pupils to have long hair (long hair may be required to be tied back where this is necessary for health, safety, hygiene or participation in a particular activity).
- Consider appropriate adaptations to swimwear because of religion or belief, disability, medical or sensory need, privacy, modesty or another relevant individual circumstance.
- Allow pupils to wear headscarves and/or other religious garments.
- Make reasonable adjustments and allow suitable alternatives for pupils with disabilities, medical conditions, sensory differences or physical needs. The school may seek appropriate professional advice where this is necessary, but requests will be considered according to the pupil's individual circumstances.
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Miss Dowell or Mr Bentley 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 and 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.

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary.
- Keeping compulsory branded items to an absolute minimum and permitting generic alternatives wherever possible.
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties.
- 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 different year groups/classes.
- Avoiding different uniform requirements for extra-curricular activities.
- Considering alternative methods for signalling differences in groups for inter-school competitions, such as using reusable bibs, bands or other school-provided equipment to identify teams or groups, rather than requiring families to purchase additional clothing.
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items if needed.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes.
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

In accordance with the legal limit applying from 1 September 2026, the school will not require more than three different compulsory branded items. At present, the school does not require any branded items. Parents and carers may purchase generic uniform items from any retailer, provided that they meet the colours and general descriptions set out in this policy. Uniform bearing the Grove School logo is optional.

4. Expectations for school uniform

4.1 Our school's uniform

All pupils are required to wear school uniform.

Our school uniform is:

- A green sweatshirt or cardigan.
- Grey or black trousers (no tracksuit bottoms), a grey or black pinafore or a skirt.
- During warmer weather, pupils may wear grey or black tailored shorts or a green-and-white summer dress.
- A white shirt or polo shirt.
- Plain black school shoes (no trainers).
- Grey or black socks or tights (no patterned tights).
- If worn, headscarves should be plain white, black or grey.
- Hair accessories should be green, black or grey and should be small in size.

Optional items:

- A school tie.
- A green-and-white summer dress during warmer weather.
- Uniform bearing the Grove School logo.

Children may wear a pair of small plain stud earrings however on health and safety grounds, children must not wear any additional jewellery in school unless it is worn for religious purposes as it can cause injury to themselves or others when playing or participating in school activities.

Parents are not expected to purchase uniform with the Grove logo. This is optional.

For physical education our uniform is:

- A pair of black shorts, sports leggings or jogging bottoms.
- A white T-shirt (no logos).
- Black pumps for suitable indoor activities or appropriate trainers for outdoor PE, according to the activity.
- A plain sweatshirt or tracksuit top may be worn for outdoor PE in cold weather.

Long hair must be tied back for PE. Any agreed jewellery (see above) and watches must be removed or covered for all PE lessons. Further information is available in the PE Policy.

4.2 Where to purchase school uniform

Optional school uniform with the Grove School logo can be purchased from our nearest school uniform supplier which is:

- Name: Gogna School Uniform Shop
- Address: 67/69 Rookery Rd, Handsworth, Birmingham B21 9QU.
- Phone number: 0121 523 5572

Alternatively, parents can purchase all school uniform from high-street retailers.

The school maintains a stock of good-quality second-hand uniform donated by families. This is available to all families, subject to availability. Information about how to request or donate second-hand uniform is published on the school website. Parents and carers may also contact the school office for confidential support.

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 Miss Dowell or Mr Bentley if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents and carers

Parents are responsible for:

- Supporting their child to attend school wearing the uniform described in this policy and contacting the school if they experience any difficulty obtaining suitable uniform.
- Informing Miss Dowell or Mr Bentley if their child requires a temporary variation or reasonable adjustment to the uniform requirements, including any relevant information that will help the school consider the request.
- Ensuring, as far as reasonably practicable, that uniform is clean, suitable, correctly sized and labelled with the child's name.

Parents/carers are also expected to contact Miss Dowell or Mr Bentley if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics.
- The cost of the uniform.

5.3 Staff

Staff will apply this policy consistently, fairly and sensitively. Where a pupil is not wearing the expected uniform, staff will speak to the pupil discreetly and consider whether the reason is outside the pupil's control.

Families will be offered support and a reasonable opportunity to resolve the matter. This may include access to second-hand uniform, temporary flexibility or an agreed reasonable adjustment.

Persistent and deliberate breaches may be addressed in accordance with the school's Behaviour Policy. A pupil will not be disadvantaged where non-compliance results from financial hardship, disability, medical need, religion or belief, or another circumstance that requires reasonable consideration.

Where concerns continue, Miss Dowell or Mr Bentley will work with the pupil and family to agree appropriate next steps, in accordance with the Behaviour Policy and the school's equality duties.

Staff will display all lost property for parents to view at the end of each half term.

5.4 Governors

The school's governing body 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.

When reviewing this policy, the governing body will consider the cost of each compulsory item and the total cost of the complete uniform and PE kit. It will consider the likely need for spare items, replacement items and different sizes as pupils grow. The school's governing body will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

6. Complaints and challenges from parents

The school aims to resolve questions, concerns and complaints about uniform promptly, sensitively and informally wherever possible. Parents and carers should initially contact Miss Dowell or Mr Bentley.

If the matter cannot be resolved informally, parents and carers may use the school's published Complaints Policy. The school will consider requests for flexibility individually, taking account of equality duties, financial hardship, disability, medical and sensory needs, religion or belief, cultural circumstances, safeguarding, dignity and health and safety.

7. Monitoring arrangements

This policy will be reviewed annually. At every review, it will be approved by the full governing body.

8. Links to other policies

This policy is linked to our:

- Behaviour Policy
- Equality information and objectives statement
- Anti-bullying Policy
- Complaints Policy
- PE Policy
- Health and Safety Policy

This policy has been written with regard to the Department for Education's statutory guidance, Cost of school uniforms, updated 6 July 2026, and its non-statutory guidance, Developing school uniform policy, updated 6 July 2026. It also reflects the legal limit on compulsory branded items that came into force on 1 September 2026.