



Broadway Academy Trust Policies

Our Children. Our Community. Believe it can be done!

Uniform Policy

Approved by: Full Governing Board

Date approved: June 2026

Next review date: June 2027



Contents

	Section	Page
1	Aims	2
2	Our legal duties under the Equality Act 2010	2
3	Limiting the cost of school uniform	2
4	Expectations for school uniform	3
5	Expectations for our school community	5
6	Monitoring arrangements	6
7	Links to other policies	6

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. The Academy's legal duties under the Equality Act 2010

The Equality Act 2010 prohibits discrimination against an individual based on protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, Broadway Academy 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 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 sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments (see also 4.1 scarves and headscarves).
- 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 to contact their Student Support Manager, 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

3.1 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.

3.2 We understand that items with distinctive characteristics (such as branded items, or items that 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

3.3 We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of 4 or fewer, if 1 item is a tie
- Carefully considering whether any items with distinctive characteristics are necessary and limiting these items where possible
- Limiting any items with distinctive characteristics where possible, for example by providing a blazer badge for purchase to be sewn on to a plain black blazer
- Limiting compulsory branded items to low-cost and/or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, 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
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that arrangements are in place for parents and carers to acquire second-hand uniform items in a timely manner, and publishing this information on our website
- 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 uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for school uniform

4.1 Our school uniform

Blazer	Black with school badge
Trousers or skirts	Trousers are standard school type – black, in plain fabric tailored below the ankle. It is not acceptable to wear corduroy, denim, linen, checked, striped, patterned, leggings, skinny fit. Skirts should be standard school design to the knee. These should not be tight and short.
Shorts	Tailored grey or black shorts in plain fabric.

Tights	Plain black tights should be worn under skirts; it is not acceptable to wear leggings.
Shirts	Standard school type shirt with collar in plain white which should always be tucked in.
School Tie	Plain blue tie (provided by the Academy when a student starts)
Jumper	Plain black 'V' neck in knitted yarn with Broadway badge. Sweatshirts/tracksuits/hooded tops are not allowed.
Scarves and headscarves	If worn, scarves and headscarves should be plain and black. Underscarves should also be black. Prayer hats may be worn when praying and should be plain and black.
Shoes	Plain black flat shoes that have no logos or white/coloured decorative elements. Boots and trainers are NOT allowed. Backless, suede or cloth footwear is inappropriate and can be a health and safety hazard when using the many staircases in school or when working in classroom environments.
PE kit	Branded royal blue T-shirt with school badge, branded royal blue outdoor top with school badge, plain black shorts, plain black tracksuit bottoms, black football socks, astro trainers and towel.
Outdoor wear	Coats/anoraks should be in a plain fabric or the school coat. Outdoor wear can only be worn inside the building at certain times (winter months only). This will be clearly explained to all students. However, all outdoor wear should be removed in assemblies, the library, offices and classrooms. Items of outdoor clothing worn inside during unpermitted times, will be confiscated in line with the school's policies. The school would contribute to the cost of a school coat for students in families struggling with money.
Make up	Make up, nail varnish, false eye lashes and false nails are not permitted.
Hair styles	Pupils are only allowed to have natural hair colouring. Greens, blues, purples, pinks, reds, silver-shades etc. are not allowed. Inappropriate fashion hairstyles are also not allowed. These include, very short 'crew-cut' hairstyles, extreme styles, decorative shaved elements and motifs.
Jewellery	1 stud in each ear are the only jewellery permitted. Nose studs are not allowed.
Medical Masks	Medical masks may be worn with prior permission from a member of the senior leadership team and where supported by medical evidence unless there has been a national directive by the UK Health Security Agency.
Fashion accessories	MP3's, IPod's, airpods, earphones, headphones are not permitted. Mobile phones must be switched off during the school day and not taken out of school bags. These items will be confiscated in line with school policies if seen.
Bags	A pupil's main school bag must be large enough to properly carry an A4 ring binder and equipment safely. Smaller bags are not appropriate as a

	main school bag. 'Handbag', 'purse' or 'pouches' type bags are not appropriate as a main school bag.
--	--

4.2 Where to purchase school uniform

Our uniform can be purchased in packages from Gogna, 67/69 Rookery Road, Birmingham, B21 9QU. Telephone 0121 523 5572. Email: info@gognaschoolwear.co.uk

Generic aspects of the uniform, for example black trousers, black skirts, black shoes, white shirts, blazers without the school badge can be purchased from most supermarkets.

Ties and badges are available from the main school reception at a cost.

Secondhand uniform is available from school; however, this can be very limited due to supplies and need.

If you are experiencing difficulties purchasing uniform an application for support can be made by emailing enquiry@broadway-academy.co.uk stating whether your child is in receipt of free school meals and what uniform items are needed.

5. Expectations for our school community

5.1 Pupils

Pupils are expected to always wear the correct uniform (other than specified non-school uniform days or certain school trips) 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 their Student Support Manager/Student Support Assistant 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 and carers are also expected to contact the Headteacher via enquiry@broadway-academy.co.uk 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 and carers are expected to lodge any complaints or objections relating to 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 the Academy's complaints policy

The academy 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 and families breaching the uniform policy the opportunity to comply but will follow up with the Student Support Manager if the situation does not improve.

Ongoing breaches of our uniform policy will be dealt with by our Pastoral team (including Assistant Headteachers).

We reserve the right to send students home if they are not wearing the correct uniform

We reserve the right to send home any students with extreme haircuts.

The school will do what it can to support with spare uniform where parents have written in advance and provided an explanation in the student's planner.

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
- Considers 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 every 3 years by the Senior Leadership Team and approved by the Board of Governors.

7. Links to other policies

This policy is linked to our:

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