

BLACK COUNTRY FEDERATION

SCHOOL UNIFORM POLICY

Brierley Hill Primary School

POLICY OWNER	Senior Leadership Team, Black Country Federation
APPROVED BY	Governing Body
APPROVAL DATE	September 2026
REVIEW DATE	September 2027 or earlier if guidance or uniform requirements change
REVIEW CYCLE	Annual BCF review

Aspiration and opportunity for every child

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1. Purpose and principles

Black Country Federation (BCF) believes a simple, practical and affordable school uniform can strengthen belonging, support high expectations and reduce unnecessary differences between pupils. The policy applies to Brockmoor Primary School (BRK) and Brierley Hill Primary School (BH), with school-specific colours set out below.

Our uniform requirements are designed around four principles: affordability, accessibility, safety and inclusion. No pupil should be prevented from attending school, participating in lessons or taking part in wider opportunities because of difficulty obtaining the correct uniform.

The uniform itself is not the outcome. The purpose is to support a calm, inclusive school culture in which pupils are ready to learn and families are not placed under unnecessary financial pressure.

2. Legal and national guidance

This policy has been reviewed against the Department for Education (DfE) statutory guidance on the cost of school uniforms, updated in July 2026, and the DfE guidance on developing school uniform policy. The Governing Body must have regard to the statutory cost guidance when developing and implementing the policy.

- From 1 September 2026, primary schools must require no more than three compulsory branded items of school uniform and PE kit in total.
- BCF requires no compulsory branded uniform items. Optional school-logo items may be purchased, but a generic equivalent is always acceptable.
- Uniform requirements must be affordable and offer value for money. Cost should not be a barrier to applying to, attending or participating fully in school.
- Second-hand uniform must be accessible and information about how to obtain it must be published for current and prospective parents.
- The policy must be implemented consistently with the Equality Act 2010, Human Rights Act 1998 and relevant safeguarding and health-and-safety duties.

DfE guidance recommends that schools publish an easily understood uniform policy on their website. BCF will publish this policy on both school websites, including clear information about required and optional items, generic alternatives and second-hand uniform.

3. Affordability and branded items

BCF deliberately keeps uniform simple. Families can purchase the required generic items from supermarkets, high-street shops, online retailers, second-hand retailers or other suppliers of their choice.

- No school-logo item is compulsory at either school.
- BCF will not require a particular supplier for generic uniform.
- Optional branded items will be kept to a minimum and a generic equivalent will always be permitted.
- We will avoid unnecessary changes to colour, design or specification that would make existing uniform unusable.
- We will consider the total cost to families, not simply the price of individual items.
- We will consider durability, sustainability and value for money when reviewing any supplier arrangements.
- Pupils will not need a separate branded kit to participate in clubs, competitions or enrichment activities unless it is loaned/provided by school and does not create a cost barrier.

4. Equality, inclusion and reasonable adjustments

BCF will apply this policy fairly and will not discriminate unlawfully. Uniform options are not restricted by sex. Pupils may choose from the permitted items in the school list, provided the clothing is safe, practical and appropriate for school.

- Religious clothing and dress requirements will be accommodated where reasonably possible, with any necessary discussion focused on safety and access to learning.
- Reasonable adjustments will be considered for pupils with disabilities, sensory needs, medical conditions or other SEND.
- Requests connected to a protected characteristic will be considered individually, respectfully and in line with the Equality Act 2010.

- Hair styles and religious or cultural dress will not be restricted on discriminatory grounds. Hair may need to be secured where this is necessary for safety, hygiene or participation in an activity.
- Parents or carers should contact the school office, SENCO or a member of SLT if an adjustment is needed. Families will not be required to disclose more personal information than is reasonably necessary to consider the request.

5. Uniform requirements: Brierley Hill

Brierley Hill Primary School

Item	Requirement	Branded?
Purple jumper, cardigan, sweatshirt or fleece	Required. Plain generic items are accepted and may be bought from any retailer.	No
White shirt, polo shirt or blouse	Required. Generic.	No
Grey trousers, shorts, skirt or pinafore	Required. Generic. Jeans are not school uniform.	No
Black sensible school shoes	Required. Plain, safe and suitable for school.	No
Purple tie	Optional.	No
School-logo purple jumper/cardigan/sweatshirt	Optional only. A plain generic equivalent is always acceptable.	Optional

Summer options are not compulsory. Pupils may wear suitable grey shorts or a purple/white summer dress if families choose to do so. Generic items are acceptable.

6. Uniform requirements: Brockmoor

Brockmoor Primary School

Item	Requirement	Branded?
Red jumper, cardigan, sweatshirt or fleece	Required. Plain generic items are accepted and may be bought from any retailer.	No
White shirt, polo shirt or blouse	Required. Generic.	No
Grey trousers, shorts, skirt or pinafore	Required. Generic. Jeans are not school uniform.	No
Black sensible school shoes	Required. Plain, safe and suitable for school.	No

Item	Requirement	Branded?
Red tie	Optional.	No
School-logo red jumper/cardigan/sweatshirt	Optional only. A plain generic equivalent is always acceptable.	Optional

Summer options are not compulsory. Pupils may wear suitable grey shorts or a red/white summer dress if families choose to do so. Generic items are acceptable.

7. PE and swimming

7.1 PE kit

- A plain PE T-shirt in the pupil's house colour. The school will confirm the appropriate house colour. A generic T-shirt is acceptable.
- Plain black shorts, PE skirt/skort, jogging bottoms or opaque sports leggings, as appropriate to the activity and weather.
- Suitable trainers for outdoor PE and suitable indoor footwear where required by the activity.
- Any school-branded PE item offered for sale is optional unless explicitly stated otherwise following a future policy review. Generic equivalents remain acceptable.
- Pupils should not be required to purchase a separate kit for an extra-curricular activity. Where specialist team kit is needed for representation or competition, school will seek to provide or loan it.

7.2 Swimming

- A suitable one-piece swimsuit or fitted swimming shorts/trunks.
- A towel and suitable waterproof bag.
- A swimming hat where required by the pool or for the activity.
- Reasonable adaptations to swimwear will be considered for religious, disability, medical or other equality-related reasons, subject to safety requirements.

8. Jewellery, hair and safety

- One small stud earring in each ear is permitted. Earrings and other jewellery must be removed where required for PE, swimming or another activity following the school's risk assessment and safety procedures.
- Pupils should not wear jewellery that creates an avoidable safety risk or is unsuitable for primary school.
- Long hair may be required to be tied back for PE, practical activities, food preparation or other situations where this is necessary for safety or hygiene.
- Any medical or religious item that may affect participation in a practical activity will be considered through an individual risk assessment where necessary.

9. Purchasing, second-hand uniform and financial support

Generic uniform may be purchased from any retailer. Optional school-logo items may be available through the school or an identified supplier; current purchasing information will be kept on the relevant school website or provided by the school office.

Second-hand uniform is available to families at the school. Parents and carers, including prospective families, should contact the relevant school office for current availability and arrangements. Access to second-hand uniform will not depend on attending a paid event.

Families experiencing financial difficulty are encouraged to contact the school office or a member of SLT. We will respond discreetly and practically. Depending on need and available resources, support may include access to second-hand items, loaned items, donated uniform or other reasonable assistance.

10. Expectations and non-compliance

Pupils are expected to wear the school uniform when attending school and when representing the school where uniform is specified. Parents and carers are asked to ensure items are clean, in reasonable condition and clearly named where possible.

Where a pupil is not in the expected uniform, staff will first seek to understand why. The response will be proportionate and will consider affordability, SEND, medical needs, equality, family circumstances and attendance. Lack of the correct uniform should not become a barrier to a pupil attending school or participating in education.

Where there is repeated non-compliance without an identified barrier, the school will work with the pupil and family to resolve the issue. Any disciplinary response will be reasonable, proportionate and consistent with the school's Relational Policy. Concerns or complaints about uniform will be considered through the BCF Complaints Policy and Procedure.

11. Roles and responsibilities

11.1 Governing Body

- Approve and periodically review the uniform policy.
- Ensure the policy has regard to DfE statutory cost guidance and complies with the legal limit on compulsory branded items.
- Seek assurance that uniform remains affordable, inclusive, practical and safe.
- Ensure any supplier arrangements prioritise cost and value for money and are reviewed appropriately.

11.2 Senior Leadership Team

- Implement the policy consistently across the school while maintaining the distinct BH and BRK colour requirements.
- Keep purchasing and second-hand information current and accessible to families.
- Consider individual adjustments and hardship sensitively.
- Monitor whether uniform expectations are creating unintended barriers to attendance, participation or inclusion.
- Bring significant proposed changes to the Governing Body and consult parents and pupils where appropriate.

11.3 Staff

Staff should reinforce expectations calmly and consistently, avoid public embarrassment, identify possible barriers and refer recurring concerns or requests for support to the appropriate leader.

11.4 Parents, carers and pupils

Families are asked to support the published requirements and contact school promptly if cost, availability, SEND, medical needs, religious observance or another issue makes compliance difficult. Pupils should take reasonable responsibility for wearing and looking after their uniform.

12. Monitoring, review and publication

This policy will be reviewed annually by the Senior Leadership Team and approved by the Governing Body. It will be reviewed earlier if DfE guidance, legislation, supplier arrangements or BCF uniform requirements change.

The policy will be published on both school websites. Each website should also make clear how families can obtain second-hand uniform and where to seek financial or practical support.

When reviewing the policy, leaders and governors will consider the practical impact on families: whether required items remain widely available, whether costs are proportionate, whether second-hand provision is genuinely accessible, whether any group is disadvantaged by the requirements and whether uniform issues are affecting attendance or participation.

13. Related BCF policies

- Relational Policy
- Equality Information and Objectives
- SEND Policy and SEND Information Report

- Child Protection and Safeguarding Policy
- Complaints Policy and Procedure
- Charging and Remissions Policy
- Supporting Pupils with Medical Conditions Policy

Key national sources

- Department for Education: Cost of school uniforms, statutory guidance, updated July 2026.
- Department for Education: Developing school uniform policy, updated July 2026.
- Department for Education: What maintained schools must or should publish online.
- Equality Act 2010.
- Human Rights Act 1998.
- Education Act 1996, as amended by the Children's Wellbeing and Schools Act 2026 (compulsory branded-item limit from 1 September 2026).