

# School Uniform Policy



**Adopted (Draft) in September 2023**  
**Approved by Governors 12<sup>th</sup> October 2023**

## **Signatures**

Dr C Freeman (Chair of Governors)

Mr D Hugill (Headteacher)

Date: 12<sup>th</sup> October 2023

Review Date: June 2025 (Earlier if guidance/legislation requires this)

## 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 a way that makes them feel most comfortable but is appropriate for school and school activities
- Allow pupils to request changes to swimwear for religious reasons
- Discuss and consider sensitively requests to wear religious or cultural items e.g. headscarves
- Consider adaptations to our policy on the grounds of equality by responding to questions and requests from pupils or parents (via the office 01782 973875 office@st-margarets.staffs.sch.uk)

## 3. Limiting the cost of school uniform

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 have consciously designed our uniform to limit the number of such items overall and to ensure these are low-cost and/or long lasting items. (See Section 4 for details) Parents/carers can purchase all other items from a range of retailers.

We have two items of required uniform for PE as the children wear their kit on two PE days each week, following consultation with parents/carers. These are also either low-cost (t-shirt) or long-lasting (sweatshirt).

Parents/carers tell us they prefer a local supplier, with better environmental impact, allowing them the choice to visit a shop, collect from a shop or order online.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers, including quality and longevity

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible.
- Limiting items with distinctive characteristics to low-cost or long-lasting items.
- Reviewing our uniform provider when the contract finishes, comparing them with others.
- Avoiding specific requirements for items 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 leveler
- Avoiding different uniform requirements for different year or class groups
- Avoiding uniform requirements for extra-curricular activities e.g. sports kits
- Putting arrangements in place for parents to acquire second-hand uniform items.
- Avoiding frequent changes to uniform specifications to minimize cost implications.
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any queries or complaints about the policy.

## 4. Expectations for school uniform

### 4.1 Our school's uniform

- Pale blue shirt/blouse, worn with a **badged school tie**
- Grey school trousers, school shorts, mid length grey skirt or grey pinafore
- Navy jumper or navy cardigan **with school badge**
- Black school shoes (comfortable but not trainers or boots)
- Pale pink/white check dress or reversed blue blouse as a summer option

#### PE Kit

- Pale blue sweatshirt **with school badge** for outdoor games
- Pale blue t-shirt **with school badge**
- Navy shorts/navy skorts/navy games skirt
- White trainers and socks
- Navy sports trousers/joggers/leggings

#### Swimming

- Swimming costume or trunks (no swimming shorts) and goggles (permission required)

**We ask parents/carers to ensure that they label all items of clothing with their child's name.**

**Branded items with a school badge on are denoted in red text.** As these are **required items** from our uniform supplier, we have kept these to a minimum. They are either low-cost and/or long lasting.

All other items can be purchased from a range of suppliers. Please ensure that such items match the colour/style noted in this policy.

The uniform supplier also sells a small number of badged items (PE trousers, shorts/skorts and a backpack) that parents/carers say they want the opportunity to purchase, providing quality, value and convenience. There is no obligation or encouragement from school to buy these items.

## **Jewellery & Hairstyles**

We only allow small stud earrings to be worn in school. These must be removed before PE lessons or sporting activities – plasters cannot be used to cover them (Sport England regulations).

Hairstyles are covered in Section 2. Staff will ask pupils to tie hair up for activities where this ensures they are safe, including but not limited to swimming, PE, sporting clubs and practical activities.

## **4.2 Where to purchase our uniform**

Our school branded uniform is available from the Smart School Uniform shop or can be ordered by contacting our supplier:

**Smart School Uniform, Harvey House, Hassell Street, Newcastle, Staffs. ST5 1AR.**

Tel: 01782 713650 or email: [shop@smartuniform.co.uk](mailto:shop@smartuniform.co.uk)

**N.B.** Smart also have a range of pre-loved uniform that parents/carers can order in the same way.

Early Bird discounts are available for a period prior to the end of the school year. Smart distribute their information via the school to inform parents/carers.

**All other unbranded items are available from a wide range of retailers.**

Some second hand items may also be available in school. Please contact the school office on 01782 973875 or [office@st-margarets.staffs.sch.uk](mailto:office@st-margarets.staffs.sch.uk)

## **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)

### **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

Pupils/parents should contact the office on 01782 973875 or [office@st-margarets.staffs.sch.uk](mailto:office@st-margarets.staffs.sch.uk) to request an amendment to the uniform policy in relation to their protected characteristics.

Parents can also contact the office to ask questions about school uniform or make reasonable requests. This could include costs or supply issues with our chosen supplier. The school will always 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 headteacher if the situation doesn't improve.

The principle behind school uniform is to provide the children with a sense of common identity and equality as they wear the same/similar items. It also assists setting high expectations of attitudes and behaviour.

Ongoing breaches of our uniform policy may also come under our school behaviour policy.

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 e.g. avoiding single supplier contracts where possible and by re-tendering contracts at least every 5 years.

## **6. Monitoring arrangements**

The school Bursar will review this policy every two years, unless guidance/legislation requires it to be sooner, for approval by the full governing board.

The Bursar will also review the quality and effectiveness of service and supply with our agreed supplier. The contract will be re-tendered at least every 5 years, offering it to other companies when it is due for review.