



# MARISH



## Academy Trust

# School Uniform Policy

May 2024

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## 1 Introduction

It is the Marish Academy Trust policy that all children wear school uniform when attending our schools, or when participating in a school-organised event outside normal school hours. We provide a complete list of the items needed for school uniform in our home school agreement handbook and on our school websites.

## 2 Aims and objectives

1. Our policy on school uniform is based on the notion that school uniform:
  - promotes a sense of pride in the school;
  - engenders a sense of community and belonging towards the school;
  - is practical and smart;
  - sets an appropriate tone for education;
  - identifies the children within the school;
  - prevents children from coming to school in fashion clothes that could be distracting in class;

- makes children feel equal to their peers in terms of appearance;
- is regarded as suitable wear for schools;
- is designed with health and safety in mind;
- is of reasonable cost and offers the best value for money for parents and carers.

### 3 Legislation

Our schools' legal duties under the Equality Act 2010.

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which includes sex, race, religion or belief and gender reassignment.

To avoid discrimination, our schools will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in
- 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 the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the school office, who can answer questions about the policy and respond to any requests

### 4 Expectations of school uniform

Our Trust school uniform consists of:

- Red/Green sweatshirt or cardigan (Red for Marish and Green for Willow)
- Navy blue trousers, shorts or skirt
- White shirt or polo shirt
- Black smart shoes (no boots, high heels or platforms)
- Nursery - the above with grey or black jogging bottoms
- PE Kit - red plain round neck T-shirt, black shorts or jogging bottoms
- A plain black tracksuit to wear over the PE kit for outdoor lessons in cold weather. Trainers/plimsolls will work for outside lessons
- Swimming is part of the Year 4 curriculum and pupils are expected to have appropriate swimwear with a swimming hat

Where a student with SEN requires adaptations to the uniform due to their sensory needs, this should be discussed with the SENCO and may be agreed by senior leaders.

## 5 Limiting the cost of school uniform

Our Trust 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 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 and limiting where possible, any items with distinctive characteristics
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't 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.
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- 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 the policy.

## 6 Jewellery

6.1 On health and safety grounds we do not allow children to wear jewellery in our schools. The exception to this rule is small objects of religious significance, such as a crucifix on a chain or a Sikh Kara (bangle) and simple stud earrings in pierced ears. These items have to be removed during PE and the schools can take no responsibility for keeping them safe. It is not acceptable to cover earrings in pierced ears with plasters as they still cause injury if the child falls over. Parents should not allow their children to have their ears pierced during term time as the studs cannot then be removed easily for PE. The best time to have your ears pierced is at the beginning of the summer holidays, so that the ears are healed properly and earrings can be removed safely for PE at the start of September.

## 7 Extreme haircuts, make-up, nail varnish and long hair

7.1 The Trust does not permit children to have 'extreme' haircuts or 'hairstyles' that could serve as a distraction to other children in the classroom. By this we mean 'mohicans' which comprise completely shaved sides of the head with a central strip of long hair arranged in spikes with gel or similar; or designs such as logos or words shaved on scalp. We welcome cultural hair styles such as braids and twists and head covering for religious observance. Pupils can style their hair in a way that is appropriate for school yet makes them feel most comfortable in. Short 'buzz' cuts all over are also practical and permissible.

7.2 Make up and nail varnish are not permitted in Trust schools. However, on dress up days these rules do not apply for that day only. Henna, as part of Indian cultural celebrations, or practised in a club, is also acceptable until it wears or washes off.

7.3 Long hair should be tied back in the interests of health and safety and to limit the spread of head lice. This includes long fringes which fall onto a child's face when they lean forward over their work.

## 8 Footwear

8.1 The Trust wants all children to grow into healthy adults. We believe that it is dangerous for children to wear shoes that have platform soles or high heels, so we do not allow children to wear such shoes in our school. Neither do we allow children to wear trainers or boots in school, as this footwear is appropriate for sport or for leisurewear, but is not in keeping with the smart appearance of a school uniform. In the case of bad weather children may wear boots, but must change into school shoes once in school. We require all children to wear shoes as stated in the uniform list.

## 9 Considerations for extreme weather

The Trust will take a sensible approach to allow for exceptions to be made during extreme weather; for example, allowing pupils to wear shorts in very hot weather. The Trust will also ensure that the PE kit is practical, comfortable, appropriate to the activity involved and is affordable for parents and carers.

## 10 The role of parents

10.1 It is an expectation that parents of children attending Trust schools commit to the School Uniform Policy. Therefore, when a child joins a Trust school parents will be required to sign our Home School Agreement, which outlines the correct uniform and parental responsibility to ensure that the child attends school and adheres to the policy in every respect.

10.2 Occasionally things can go wrong and children may rip jumpers and break shoes during the week. We will always allow children to wear non-uniform items temporarily if we have a note, telephone call or email from their parent or carer.

Also, if parents have difficulty complying with this uniform policy for financial or other reasons, they should inform the office staff in the first instance.

Marish Academy Trust welcomes children from all backgrounds and faith communities and this policy has been written in consultation with our junior leaders, school council and parents.

10.3 Parents should ensure that all items of school uniform are clean, in good condition and clearly labelled with the child's name.

## 11 The role of staff

Staff will closely monitor pupils to make sure they are in the correct uniform. They will give any pupils and families not complying with the uniform policy an opportunity to conform; but will follow up with the Headteacher and/or SLT if the situation does not improve. 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.

## 12 The role of governors

12.1 The Governing Body supports the Executive Headteacher and the Leadership team in implementing the school uniform policy. It liaises with the Headteacher to ensure that the policy is implemented fairly and with sensitivity.

12.2 It is the Governors' responsibility to ensure that the school uniform meets

all regulations concerning equal opportunities, by taking into consideration the views of parents and pupils.

12.3 Governors ensure that the School Uniform Policy helps children to dress appropriately, in clothing that is practical and safe.

### 13 Monitoring and review

The Governing body monitors and reviews the school uniform policy yearly by:

- seeking the views of parents, to ensure that they agree with and support the policy
- considering, with the Executive Headteacher and the leadership team, ways forward where parents repeatedly renege on their commitment to send their child to school in the correct uniform, without explanation

## 14 Revision History

Version	Date	Author	Comments
1.0	March 2014	Ex Head	
2.0	March 2016	Ass HT	
3.0	June 2018	AHT	
4.0	May 2022	AHT and Year Lead	
5.0	May 2024	AHT and Year Lead	

## 15 Approval History

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1.0	24 FEB 2012	
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