

School Uniform Policy

St Mark's Church of England Academy



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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 [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, 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 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
- 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 get in touch with agallagher@stmarks.anthemtrust.uk, 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, 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 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
- › Limiting any items with distinctive characteristics where possible for example, by only asking that the blazer and PE polo shirt require the school badge / logo and that one coloured tie (in the correct year group tie) is required.
- › 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
- › 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/class/house groups
- › Avoiding different uniform requirements for extra-curricular activities
- › Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- › 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

4. Expectations for school uniform

4.1 Our school's uniform

Years 7 to 11

Full Uniform Expectations:

- › Burgundy Blazer with Academy Badge
- › Grey V-neck Academy Jumper (optional)
- › Academy Tie in correct Year group colour
- › Charcoal grey or black school trousers/skirt
- › White, collared shirt
- › Formal black shoes or ankle boots (without a heel or fashionable accessories/studs)
- › Plain black, white or grey socks (no over the knee socks or fluffy, patterned socks)
- › Plain black or grey tights
- › Plain black or grey head scarves

PE Kit Expectations:

- St Mark's logo black polo shirt
- Plain black tracksuit bottoms or shorts (leggings of any sort are not permitted)
- White or black sports socks
- Sports Trainers
- Plain black jumper or pull over (hoodies and any visible logos/stripes are not permitted)
- Plain black base layers (no visible logos or stripes)
- No sports headbands or head warmers.

Other Uniform Expectations:

- Visible makeup is not permitted
- False eyelashes are not permitted
- Nail polish and nail extension or decorations are not permitted
- Student can wear one pair of small stud earrings (facial and nose piercings are not permitted)
- Students can wear a wrist watch (bracelets and smart watches are not permitted)
- Rings are not permitted

Prohibited Items





Sixth Form

Permitted Dress:

- Business wear / smart dress
- If dress shirts are worn this must be complemented by a tailored jacket /blazer and tie or a tie with a jumper vest
- If a jumper is worn it must be smart, fine knit and plain
- Simple jewellery-must be appropriate for school
- Smart blouse or top, free from logos and slogans and cover the shoulders and midriff completely.
- Smart polo shirts-during warmer days (small logos ONLY – no slogans
- Item of religious clothing worn should be plain in design
- Shoes must be smart closed in (both toe and heel) and appropriate for school

Not Permitted

- Excessive jewellery
- Mini/ bodycon skirts
- String vests or vest tops /Hoodies- except PE days
- cargo pants, leggings, big baggy jumpers, nothing ripped, sweatshirts, tiny skirts
- Joggers
- Tightly fitted Summer dresses
- Jeans or jeggings
- Ugg boots
- Trainers or plimsoles (including Vans)
- Bands / logos / slogans / images on any item of clothing
- Clothing made of sheer or transparent material.

4.2 Where to purchase it

Our branded items of uniform are available from Uniform Direct:

W: www.schooluniformdirect.co.uk

T: 020 8544 5440

E: mitcham@sud.co.uk

Unit 5 Mitcham Industrial Estate, Streatham Road, Mitcham, CR4 2AP

Other items of uniform are suitably generic and should be available from a range of high-street locations. This offers families the choice and flexibility to purchase items of the required quality at an affordable cost price.

Any used items of uniform, in good condition, can be donated to the school. We use this to provide emergency uniform to students, to provide to families who may have financial difficulties (in certain circumstances), and where sufficient stock is available will arrange a sale of second-hand uniform to the wider community via the website: <https://oldschooluniform.co.uk/Shop/Index/77970>.

This website can also be used by parents, as a marketplace, to list their own uniform (at a discounted price) for purchase by others in the community.

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 agallagher@stmarks.anthemtrust.uk 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 are also expected to contact agallagher@stmarks.anthemtrust.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 are expected to lodge any complaints or objections relating to the 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 our school's complaints policy

The school 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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with 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, 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 annually by Christopher Currie, Academy Business Director. At every review, it will be approved by the principal.

7. Links to other policies

This policy is linked to our:

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