



# Maharishi School

CONSCIOUSNESS-BASED EDUCATION

## Uniform Policy

June 2024

Start Date: June 2024

Review Date: June 2026

Signed by:

Headteacher

Lisa Edwards

Date June 24

Chair of Governors

Ian Birnbaum

Date June 24

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## Statement of intent

From Maharishi 's Principles of Teaching:

“We should cultivate good manners in the students, encouraging them to sit and walk straight, wear clean and neat clothes and speak respectfully. As teachers, we should maintain high standards of orderliness for everything that children do”.

In keeping with the beautiful and important undertaking of the school, it is essential to foster in the students a sense of orderliness and respect for themselves and the school as a whole. Personal appearance is one important factor in reflecting the dignity of Consciousness-based Education. Wearing the school uniform cultivates a quiet form of discipline and fosters in the student a sense of respect for themselves, each other, and the school as a whole.

For the purposes of this policy, **“uniform”** includes the following elements of pupils' appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable, and provides the best value for money for both the school and pupils' families.

In writing and updating this policy, we have sought to:

- Consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for pupils.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Ensure that the uniform is suitable and safe for pupils who walk or cycle to school.

- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

## **1. Legal framework**

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2024) 'School uniforms: guidance for schools'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- LGBTQ+ Policy
- Tendering and Procurement Policy

## **2. Cost principles**

The school will develop its uniform policy in relation to the following starting principles:

- The school will seek to ensure that the uniform is affordable. In doing so, the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.
- The school will seek to keep the use of branded items to a minimum.
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- The school will seek to ensure that second-hand uniforms are available for parents to acquire. Information on second-hand uniforms will be published on the school's website.

### **Principles in practice**

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform.
- LAC and PLAC.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the

cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school will not impose unnecessary variations on its uniform to ensure that pupils can get the most wear out of their uniform and that parents can pass some items down to younger siblings.

The school will keep branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo, colour, design, fabric or other unique element. Where the school requires an item of branded clothing, it will assess how prices can be kept as low as possible and put measures in place to facilitate this. This may include:

- Ensuring branded items are of good quality and, therefore, longer-lasting.
- Making certain items optional, ie. ties and blazers at the secondary phase
- Making donated second-hand uniform items available for purchase at a lower price.
- Care will be taken to ensure that school uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.
- The school will provide more than one supplier option to provide flexibility and the best value for money possible.
- The school will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

### **3. Equality principles**

The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

Parents' concerns and requests regarding school uniforms and amendments to it are handled on a case-by-case basis by the headteacher.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

**Gender** To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders. This includes:

- Adhering to the procedures laid out in the 'Cost principles' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring them to buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression in line with the LGBTQ+ Policy.

**Religion and belief** To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

**Race** To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on '[Preventing hair discrimination in schools](#)'.

**SEND and medical conditions** To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted where possible.

#### **4. Complaint and challenges**

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.



The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein. When a complaint is received, the school will work with the complainant and endeavour to arrive at a mutually acceptable outcome.

In considering a complaint, parents should be aware that teachers can sanction pupils for breaching the school's rules on appearance or uniform. The school expects this to be carried out in accordance with the school's published behaviour policy. The school aims to deal with pupil non-compliance in a proportionate and fair way.

## **5. School uniform supplier**

The school's current school uniform supplier is:

- Premier Sport Ormskirk  
31, Aughton Street, Ormskirk. L39 3BH  
Tel: 01695 578002

### **Online and in-store**

- School Trends  
[www.schooltrends.co.uk](http://www.schooltrends.co.uk)  
0114 251 2501  
Only available online

The school uniform supplier will accept school uniform assistance vouchers.

The school will work with local and online suppliers to ensure that items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

## **6. Uniform assistance**

In some instances, the school will consider offering assistance for some school uniform items. This will be dealt with on a case-by-case basis, for example:

- Where a pupil's household has been affected by fire or flood and their school clothing is damaged or lost.

- Where the pupil is the victim of a severe family dislocation, especially where there is a need for the pupil to be moved and have to change school.

The school sometimes has access to a charitable fund, 'School Uniform Bank'. Where possible, school uniform vouchers or donations will be offered to qualifying families. If you feel you are in this category, please contact the school and if we are able to access this charitable support, we will be in touch.

The school will hold second-hand school uniforms for parents to access; access to these uniforms will be made available upon request made to the headteacher.

Parents will be invited to donate their child's uniform when they no longer need it.

## **7. Non-compliance**

Primary phase parents will be contacted by their child's class teacher in relation to non-compliance with the school's Uniform Policy. Parents will be expected to remedy the uniform infringement.

Secondary phase pupils will be expected to take responsibility for attending school in the correct school uniform and may receive a consequence, in line with the school's Enabling Good Behaviour Policy, for repeated infringements.

In certain circumstances, secondary phase pupils whose appearance does not meet the standards of Maharishi School may not be allowed into their class and will remain at the school supervised separately; the parents will be informed by telephone and asked to rectify the situation. If parents are unable to provide the appropriate uniform pupils will be required to wear an item from the spare uniform box. Once the situation has been resolved, the pupil will be allowed to return to class.

## **8. School uniform**

Primary phase pupils must only wear laced shoes if they are able to tie their own laces. Primary pupils are encouraged to wear shorts under their skirts.

Secondary phase pupils must be smart in their appearance with shirts/polo shirts tucked in and ties (if worn) properly adjusted and shirt buttons fastened.

Uniforms for all pupils should be clean, properly fitted and ironed.

### **Jewellery:**

A plain watch and one pair of gold/silver **stud** earrings are permitted; other piercings/studs, jewellery or tattoos are not permitted. (Please note, piercings or studs which are covered are still not acceptable.) Maharishi School is not responsible for the security of any jewellery worn or brought into school.

Pupils who are wearing jewellery which is not permitted will be asked to remove it, after which it will be put into a labelled envelope and locked away in the School Office. Pupils will be able to collect their jewellery from the School Office after their afternoon meditation at school. In the case of repeated instances, a consequence will be applied, in line with the school's Enabling Good Behaviour Policy, and parents will be contacted.

### **Make-Up & Nails:**

The use of make-up and nail varnish is not allowed in the Primary phase or in the Secondary phase up to and including Year 9. In Years 10 and 11 discreet make-up (excluding nail varnish) will be permitted.

- Make-up needs to be kept to a minimum and be natural looking. (Eyebrows must not be shaved or tattooed or pencilled in). Excessive make-up will result in pupils being asked to remove it.
- Nail varnish is not permitted and will result in pupils being asked to remove it. Nail varnish remover is kept in school.
- False nails and gel nails are **NOT** permitted.

### **Hair:**

- Pupils' hair should be worn tidily, kept clean and be neatly cut or shaped with no extreme styles. Hair colouring is not encouraged but if used should be as close to a natural colour as possible. No "unnatural" (e.g. pink, blue) colours or highlights are permitted.
- Hair accessories: any hair bands or bobbles should be plain navy or black. All clips/slides should be plain and discrete, i.e. silver, gold, black, brown or navy.

Please note that in all cases of the interpretation of, or standards within, this policy the School's decision is final.

## School Uniform list - Primary Phase

Boys	
Sweatshirt	Royal blue crew-neck with embroidered school logo
Shirt/Polo Shirt	White - long or short sleeves, to be worn tucked-in
Trousers	Grey (not black, no jeans). Shorts are optional for summer
Socks	Grey
Shoes	Black shoes - Wellington boots can be used in inclement weather but pupils should change into school shoes when inside the building
Coat	Dark (e.g. navy, dark grey, black) plain school-type coat, e.g. Duffle coat, Parka, Gougole. No leather jackets/coats, no prominent logos, messages, etc. Coats are for outdoor use only and not to be worn inside as a sweatshirt substitute
Hat/Scarf	Any style/colour of hat, gloves or scarf are acceptable for outdoor use only
Girls	
Sweatshirt	Royal blue <del>v-neck</del> crew-neck with embroidered school logo
Shirt/Polo Shirt	White polo- 100% cotton or White school blouse - long or short sleeves
Pinafore	Compulsory for Reception, Years 1 & 2. Navy blue box-pleat
Skirt	Optional instead of pinafore for Years 3, 4, 5 & 6. Navy blue pleat (maximum 1" above the knee)
Trousers	Optional instead of skirt only if they are navy blue school trousers. Black trousers, flared/wide-leg fashion trousers or jeans are <b>not acceptable</b>
Tights	Navy blue - plain-knit
Socks	Navy blue or white
Shoes	Black shoes - Wellington boots can be used in inclement weather but pupils should change into school shoes when inside the building
Coat	Dark (e.g. navy, dark grey, black) plain school-type coat, e.g. Duffle coat, Parka, Gougole. No leather jackets/coats, no prominent logos, messages, etc. Coats are for outdoor use only and not to be worn inside as a sweatshirt substitute
Hat/Scarf	Any style/colour of hat, gloves or scarf are acceptable for outdoor use only
Summer dress	Navy blue checked dress or A-line only. No other shades of blue are acceptable. Please note that summer dresses are not to be worn before Easter or after the October half-term
PE	
T -Shirt	Navy blue with school logo
Zippered Hoodie	Navy blue with embroidered school logo
Jogging bottom	Plain navy blue. Navy blue shorts are optional for Summer
Footwear	Mainly white or black sports trainers - no fashion trainers

## School Uniform list - Secondary Phase

Boys	
Blazer/knitwear	Navy Boys' blazer with embroidered school logo
	or Knitted Sweater - Navy v-neck knitted sweater with embroidered logo
	or Knitted Tank Top - Navy knitted tank top with embroidered logo
Shirt/Polo Shirt	White - long or short sleeves, to be worn tucked-in
Tie	Optional- Royal blue with gold diagonal stripe can be worn with Shirt
Trousers	Grey (not black) school trousers (not jeans)
Socks	Plain school type socks (grey or black)
Footwear	Black shoes (i.e. all black, not converse-type shoes or trainers with coloured flashes) - Wellington boots can be used in inclement weather but pupils should change into school shoes when inside the building
Coat	Black or Dark Navy plain school-type coat, e.g. Duffle coat, Parka, Cagoule. No prominent logos, messages, etc. Coats are for outdoor use only and not to be worn inside as a sweatshirt substitute
Hat/Scarf	Any style/colour of hat, gloves or scarf are acceptable for outdoor use only

Girls	
Blazer	Navy Girl's Blazer with embroidered school logo
	Or Knitted Cardigan -Navy knitted cardigan with embroidered school logo
	Or Knitted Sweater - Navy v-neck knitted sweater with embroidered logo
	Or Knitted Tank Top - Navy knitted tank top with embroidered logo
Blouse/Polo Shirt	White - long or short sleeves, to be worn tucked-in
Skirt/Culottes	Smart navy blue box pleat (knee length)
Pinafore	Smart navy pleat-fronted
Trousers	Navy blue school trousers only. Black trousers, wide-leg/skinny fit fashion trousers or jeans are not acceptable
Tights	Navy blue/black - plain-knit
Socks	Winter: Navy blue or black. Summer - Navy, black or white (not trainer socks)
Footwear	Black school-type, flat-heeled shoes or ankle boots (long socks only) - Wellington boots can be used in inclement weather but pupils should change into school shoes when inside the building
Coat	Black or Dark Navy plain school-type coat, e.g. Duffle coat, Parka, Cagoule. No prominent logos, messages, etc. Coats are for outdoor use only and not to be worn inside as a sweatshirt substitute
Hat/Scarf	Any style/colour of hat, gloves or scarf are acceptable for outdoor use only

PE	
T -Shirt	Navy blue with school logo
Zipped Hoody	Navy blue zipped hoodie with embroidered school logo.
Jogging bottoms	Plain navy blue or black (no logos or stripes) Girls: specialist sport trousers or leggings may be worn (no see through mesh). Navy blue or black shorts are optional for Summer.
Footwear	Cross trainers only - no fashion trainers (e.g. Converse). It is important that pupils wear a <b>multi-sport</b> (cross trainer) trainer for sports as this protects the feet and ankles and promotes safety on a variety of surfaces.

## 9. Adverse weather

All pupils will be advised to wear weather-appropriate clothing. For cold temperatures, this includes wearing: a suitably warm coat for outdoor break times in

the colder months; a waterproof jacket for wet weather outdoor activities; a scarf, gloves, a hat. Trousers can be worn by all in cold weather if preferred; thick tights should be worn with skirts in the colder months.

For hot temperatures, pupils will be advised not to wear any jumpers or blazers during heatwaves. We advise the application of sunscreen before coming to school during the warmer months and pupils who are able to apply their own sunscreen are able to bring some to school. Pupils may be asked to stay indoors or in shaded areas if they do not appear to be wearing sunscreen for their own protection.

## **10. Labelling lost property**

Parents are advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be taken to the lost property box situated in the main reception areas of each site. All lost property will either be donated to our 'used uniform sale' or disposed of at the end of each half term if it is not collected within this time.

## **11. Monitoring and review**

This policy will be reviewed every two years by the chair of governors and the headteacher. The next scheduled review date for this policy is June 2026.

Any subsequent changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.

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