

St Martins School School Uniform Policy

25/27



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Policy reviewed by:	Kobi-Kazia Green

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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 sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all students 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 students
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons
- Allow students to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with a member of the Senior Leadership Team (01332 571151) who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

St Martins 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 parent carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary, we accept plain clothing articles in addition to the uniform with school logo
- Limiting any items with distinctive characteristics where possible – it will not be mandatory for students to wear uniform with the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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 students 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 leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling 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 students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

Sustainable uniform scheme:

- We have a collection of second hand uniform at St Martins. During school events we may provide the opportunity to obtain second hand uniform for a donation to the school.
- In order to maintain this opportunity for families, we would appreciate donations of uniform that may be out-grown.
- If further support is needed with this, contact with our Family Support Team will be advised.

4. Expectations for school uniform

4.1 Our school's uniform

At St Martins School, we do our upmost to ensure all students are dressed correctly, promoting pride, self-confidence, and a feeling of belonging within the student body.

- White or black polo shirt or round neck shirt*

- Plain black round necked sweat shirt* or a St Martins logoed hoodie (No embroidered/sports sweatshirts e.g. Nike/Adidas)
- Plain black trousers/jogging bottoms or plain black shorts (No jeans), black/grey skirt, Plain black or grey tights/leggings

Students are expected to bring a PE kit to change into on PE days. The expected kit is:

- Plain black or white shorts/jogging bottoms
- Plain or St Martins logoed black or white t-shirt (No football shirts)
- St Martins logoed hoodie / plain black jumper
- Comfortable footwear

- To keep our young people safe, jewelry must be removed for PE lessons and other physical activities
- St Martins expectations avoid discrimination in line with the Equality Act 2010
- St Martins School are always happy to work with parents and families where our uniform policy doesn't support the needs of our students (e.g. sensory needs)

4.2 Where to purchase it

- To order school uniform, please see the school website for further information on how to purchase from Uniform Direct. www.stmartinsschoolderby.co.uk/parents/uniform-and-pe-kit/
- St Martins School sell second hand uniform at Parents and Carer evenings and other events that parents are invited to. If families are struggling with obtaining uniform, they can contact our Family Support Team for assistance.

5. Expectations for our school community

5.1 Students

Students 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)

Students are also expected to contact Key Stage Leads 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 Key Stage Leads 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 students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply, but will follow up with the Senior Leadership Team if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Senior Leadership Team.

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 Academy Councillors

The Academy Council 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 students
- Offers a uniform that is appropriate, practical and safe for all students

The Council 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 Toni Beardmore, Headteacher. At every review, it will be approved by the Academy Council.

7. Links to other policies

This policy is linked to our:

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