



Marlborough Road Academy

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Part of United Learning

School uniform policy

Marlborough Road Academy

Approved by:

Mr D Fitzgerald
(Chair)

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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 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 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 Miss Hayley O’Neill who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

At Marlborough Road Academy we wish to promote an atmosphere which encourages effort, enjoyment and a celebration of the achievements of all our pupils. The school has high standards and expectations and this is reflected in the pride we take in our school uniform and the feeling of belonging it creates.

We also believe that school uniform prevents the inevitable loss of self-esteem caused to individual children should a family not be able or willing to provide the newest, most expensive or fashionable clothing and equipment.

OBJECTIVES

1. To maintain a strong sense of identity, pride and belonging within our school
2. To promote consistently high standards of behaviour, attitude and dress.
3. To respect variations to school uniform if they are directly related to established religious or cultural traditions.
4. To avoid unnecessary clothing expense for parents.
5. We expect all pupils to follow the dress code. Parents should communicate with us if there is a specific reason why their child is unable to follow this policy.

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
- 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 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 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 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 – All the below items are required, unless stated otherwise

Boys

Winter

Grey or black trousers

White polo shirt

Purple crew neck logoed sweatshirt (logo optional)

Black shoes

Summer

As above but option of grey or black shorts

Girls

Winter

Grey or black trousers, grey skirt or grey pinafore

White polo shirt

Purple logoed sweatshirt or cardigan (logo optional)

Black shoes

Grey tights or socks

Summer

As above but option of grey shorts or purple gingham dress

PE

Black shorts/leggings

White t-shirt

Pumps or trainers

All items of uniform and personal belongings should be clearly marked with the pupil's name.

Simple stud earrings are allowed but no hooped earrings.

4.2 Where to purchase it

Uniforms including sweatshirts and cardigans with our school logo can be purchased from the school office at competitive prices.

Pre-loved items of uniform are available from the school office at no cost. We do not insist on branded items of uniform clothing to keep costs for parents down.

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 Mrs Hayley O'Neill 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 Mrs Hayley O'Neill 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 by the school's 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 every 3 years by the School Business Manager. At every review, it will be approved by the Local Governing Board.

7. Links to other policies

This policy is linked to our:

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

Non branded items such as white polo shirts, purple jumpers or cardigans can be purchased from any high street retailer.