

FOUNDED 1789



St Mary's CEP (VA) School, Dover

School Uniform Policy

Date: July 2023

Reviewed and Ratified By: Governing body on 5th July 2023

Review Date: Annually - July 2026

Signed : _____ Liz Fisher, Chair of Governors

Signed : _____ Helen Comfort, Executive Headteacher

Equality

We recognise our duty and responsibility to establish equality for all pupils, staff, other members of the school community and service users regardless of their ethnicity, gender, disability, sexual orientation, age or beliefs as defined within existing equalities legislation (please see Single Equality Scheme).

Introduction

At St. Mary's Church of England (VA) Primary School, Dover, we feel it is important that children wear a uniform to feel that they are a part of our school team. Providing children with a clean, well-presented uniform enables children to take pride in their appearance and boosts self-esteem.

The School Uniform and Dress Code can:

- Instil a sense of pride
- Support positive behaviour and discipline
- Encourage identity with, and support for, school ethos
- Ensure pupils of all backgrounds feel welcome
- Protect pupils from social pressure to dress in a particular way
- Nurture cohesion and promote good relations between different groups of pupils

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 our Family Liaison Officer, 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

Items with a school logo are available via our uniform suppliers (PMG Schoolwear) www.pmgsschoolwear.co.uk. Alternatively, non-branded options may be purchased from other retailers, but we request that they are as close to the branded version in colour and style as possible.

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
 - Limiting items with distinctive characteristics to low-cost and/or long-lasting items
 - 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 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

4. Expectations for school uniform

4.1 Our school's uniform

Children should wear:-

- Grey skirt, trousers, shorts or pinafore dress.
- White polo shirt with buttons at neck or long sleeved white shirt (those with the school emblem are available to buy from - www.pmgschoolwear.co.uk)
- Navy blue cardigan or jumper (those with the school emblem are available to buy from - www.pmgschoolwear.co.uk)
- Blue and white checked/striped dress may be worn in the summer.
- Grey, navy or white tights or socks.
- Black school shoes (not boots or sandals) which enclose the feet thus keeping them dry. Heels should be no more than one inch and trainers are not permitted, neither are sling backs.
- In warm weather - sun protection cream and sunhat.
- A coat which will keep children warm and dry. Coats must be worn outside at play and lunchtimes during the colder months. We also recommend scarves, hats and gloves during the winter months. It is beneficial for children to go outside at playtime; it is therefore important that adequate warm clothing is provided in cold weather.

PE Kit

- Kit bag
- Navy shorts
- White or House colour T-shirt
- Black plimsolls with elastic front or Velcro

Information on wearing PE kit to school on PE days only will be confirmed at the beginning of the academic year.

Only stud earrings may be worn to school. These must be removed by the children themselves for PE. It is recommended that children do not wear earrings on PE days. If you wish to have your child's ears pierced, please do so at the beginning of the summer holiday so that they will heal in time to be removed for school PE.

4.2 Where to purchase it

Uniform with our school emblem is available for ordering from www.pmgschoolwear.co.uk. On the home page choose 'St Mary's C of E Primary School - Dover' under the 'Find your School' search tool. This will take

you to our school's uniform page. Once you have chosen your items make sure that you type in 'STMDFC' as your voucher code to claim **free delivery**.

Uniform can also be bought more widely from high street retailers or supermarket chains.

The school holds a very limited supply of second-hand uniform. Please contact our Family Liaison Officer (flo@stmarysprimary.net) if you would like to explore this option.

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

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 our Family Liaison Officer 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 Head of School/Executive Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Head of School/Executive Headteacher.

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.

6. Monitoring arrangements

This policy will be reviewed every three years. At every review, it will be approved by the full 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