

POLICY FOR	School Uniform
PERSON RESPONSIBLE	
REVIEW DATE	JUNE 2024
NEXT REVIEW DATE	JUNE 2026
APPROVED BY	GOVERNING BODY
APPROVAL DATE	DRAFT

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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 Sue Birchall, Director of Business who can answer questions about the policy and respond to any requests

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
- 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

Option 1

TMS school badged black blazer
Black/Dark grey trousers
White shirt – short or long sleeved
TMS tie
Black v-necked long sleeved jumper (optional)
Black or navy socks
Black school shoes

Option 2

TMS school badged black blazer
Mallory plaid skirt
White blouse – long or short sleeved, reverse collar
Black v-necked long sleeved jumper (optional)
Black or navy socks or black or natural tights
Black school shoes

PE Kit

Winter terms 1-4

TMS reversible sweatshirt
Blue polo shirt with school logo
Navy PE shorts
White PE socks
Trainers (not trainer boots)
School / navy-blue football/rugby socks

Football boots, studded (all students)

Navy-blue tracksuit/jogging bottom or leggings

Summer terms 5-6

TMS reversible sweatshirt (optional)
Blue polo shirt with school logo
Navy PE shorts
White PE socks
Trainers (not trainer boots)
Navy-blue tracksuit/jogging bottoms or leggings

What is not permitted :

The Malling School insists that smart, correct school uniform is worn at all times Please note the following:

- Cardigans are not allowed instead of jumpers
- No jewellery may be worn except a wristwatch and one pair of plain ear studs
- Piercings, other than one in each earlobe, are not allowed
- Trainers are not to be worn with school uniform at any time
- Discreet makeup may be worn in the upper school only
- False nails and coloured nail varnish are not allowed
- Hair colour must be natural
- Baseball caps are not to be worn with school uniform at any time
- Hooded tops are not to be worn with school uniform at any time

4.2 Where to purchase it

Items can be purchased at :

Pages Schoolwear, Granada House, 7-8 Lower Stone St, Maidstone ME15 6JR Tel: 01622 753900

Email: Info@pages-schoolwear.co.uk www.pages-schoolwear.co.uk

Non- school specific items can be purchased at various supermarkets and clothes stores.

The school also holds a stock of second-hand uniform which is made available to parents on request and also at open days. Donations of uniform are gratefully received at anytime during the school year.

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 Birchall – Director of Business 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 Birchall 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 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 two years and at every review, it will be approved by the full Governing Body.

7. Links to other policies

This policy is linked to our:

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