

Marjory Kinnon School

Uniform Policy

June 2026



Marjory Kinnon School – Uniform Policy

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This is a statutory policy is based on The Key’s model ‘School Uniform Policy’ (Reviewed 11 May 2026) and on the DfE statutory guidance ‘Cost of school uniforms’ (published 23 October 2025).

Approved by the Teaching & Learning Committee: June 2026

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 all 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, sexual orientation, 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.
- 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.
- 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/carers to get in touch with the Office (office@mks.org.uk), 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

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 (DfE) on the cost of school uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- Is available at a reasonable cost.
- Provides the best value for money for parents and carers.

We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:
 - All-through schools: 4 or fewer, if 1 item is a tie.
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible for example, by only asking that the sweatshirt and polo shirt (with school logo) are ordered from the school.
- Limiting compulsory branded items to low-cost and/or long-lasting items.
- Considering cheaper alternatives to compulsory branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability.
- Avoiding specific branded requirements for items such as coats, bags and shoes/trainers so that pupils could also wear on non-school days.
- Avoiding different uniform requirements for different year/class groups.
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama.
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter.
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters.

- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions.
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible for parents and carers of both current and prospective pupils, and publishing this information on our website.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes.
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the school's Complaints Policy.
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers.
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money
- Advising parents of any grants available to them such as the London Borough of Hounslow School Clothing Grants:
 - £60 grant payable to Secondary pupils in Year 7 and Year 9 only.
 - £15 grant payable to all children in full-time education in Primary from Reception to Year 6. This is limited to two applications per household only, if parents have already made two applications for a child previously the Local Authority will not be able to authorise any further payments.

4. Expectations for School Uniform

4.1 Our School's Uniform

Sweatshirts and polo shirts (with the school logo) are the only branded items required to be ordered from the school.

The school will accept generic items (instead of branded ones) for:

- Grey or black trousers or skirt.
- Black shoes.

The school expectation for PE kit is the following generic items:

- White t-shirt.
- Blue or black shorts or tracksuit bottoms.

- Black plimsolls or trainers.

Items only required in specific circumstances or at certain times of the year (e.g. mufti day or World Book Day costumes) are optional and Parents/Carers can choose to opt for normal school uniform instead. The school will give as much notice as possible for parents to prepare for such events.

4.2 Where to Purchase or acquire it

Parents and carers can obtain uniform with the school logo on Arbor and collect from the Office. Other uniform items (skirts, trousers and shoes) are stocked at a number of high-street supermarkets and department stores.

Information about the availability of second-hand uniform will be circulated to Parents and Carers by the Office and is published on our website.

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 the Office (office@mks.org.uk) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents & Carers

Parents and carers are asked 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/Carers are also expected to contact the Office (office@mks.org.uk) 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/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's Complaints Policy.

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 monitor pupils to make sure they are in correct uniform.

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 and the pupil will not miss classroom teaching because of a sanction. This is in line with statutory guidance.

5.4 Governors

The governing body 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/carers and pupils.
- Offers a uniform that is appropriate, practical and safe for all pupils.

The Governing Body 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

The Headteacher monitors the implementation of this Policy. Governors will approve the Policy every 3 years at the Teaching & Learning Committee.

7. Links with Other Policies

This policy should be read alongside our policies on:

- Behaviour Policy.
- Equality, Diversity & Inclusion Policy.
- Anti-bullying Policy.
- Complaints Policy.