

Marjory Kinnon School

Uniform Policy

October 2022



Marjory Kinnon School – Uniform Policy

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This policy is based on The Key’s model School Uniform Policy and on the DfE statutory guidance ‘Cost of school uniforms’ (published 19 November 2021).

Approved by the Child, Family & Community Committee: October 2022

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. 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 the Office (office@marjorykinnon.hounslow.sch.uk) 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 for example, by only asking that the sweatshirt and polo shirt (with school logo) are ordered from the school.
- Limiting items with distinctive characteristics to low-cost or long-lasting items.
- Avoiding specific requirements for items pupils could wear or use 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.
- 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.
- 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 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 trousers or skirt.
- Black shoes.

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

- White t-shirt.
- Blue 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 School Uniform

Parents and carers can obtain uniform with the school logo from the Office (office@marjorykinnon.hounslow.sch.uk). 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.

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@marjorykinnon.hounslow.sch.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 are expected to contact the Office (office@marjorykinnon.hounslow.sch.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 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 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.

5.3 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 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

The Headteacher monitors the implementation of this Policy. Governors will review and approve the Policy every 3 years at the Child, Family & Community 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.