School Uniform Policy

Governing Body Policy

2018-21

Miss A Heppeler, Assistant Headteacher
Uniform Policy

Introduction
School uniform plays a valuable role in contributing to the ethos of a school and setting an appropriate tone. A school’s uniform provides it with a well-defined identity that is shared across the school and contributes to creating a professional working environment.

Aim
To support effective teaching and learning by contributing to the school’s ethos and the setting of an appropriate tone.

Objectives
The establishment of a school policy on uniform seeks to:
- instill pride amongst the pupils in their school
- support positive behaviour and discipline
- encourage identity with, and support for, school ethos
- ensure pupils of all races and backgrounds feel welcome
- protect children from social pressures to dress in a particular way
- nurture cohesion and promote good relations between different groups of pupils

Implementation
i. The school follows the DFE non-statutory guidance on school uniform and other aspects of appearance such as hair colour and style, the wearing of jewellery and make-up.
ii. Every effort is made to ensure that its school Uniform Policy is fair and reasonable. When making decisions about uniform the governing body will consider:
  - affordability
  - availability
  - impact on teaching and learning
  - sustainable sourcing
  - health and safety
  - religion or belief
  - temporary or permanent medical conditions.
iii. The school will consult widely when considering any significant changes to the established uniform. In particular it considers:
  - its desire to promote a strong, cohesive, school identity that supports high standards and a sense of identity among pupils
  - the need to promote harmony between different groups represented in the school
  - the concerns of any groups about the proposed policy, and whether the proposed policy amounts to an interference with the right to manifest a religion or belief, and whether it is discriminatory. In such cases the school weighs up the concerns of different groups considers whether it can accommodate fully the concerns of all groups.
  - the timeframe for introducing a new uniform policy or amending an existing one. A transitional period for phasing out the old uniform and introducing the new one is always considered, as is the length of time before the pupil leaves the school.
iv. Following initial discussions with the governing body, consultation will include parents, students, staff and governors.
  - Following consultation, it is the role of the Headteacher to put proposals to the governing body based on the results of the consultation. The role of the governing body is to: Ensure that statutory duties are met and relevant guidance followed.
• Ensure that stakeholder views have been sought and taken account of
• Ensure that proposals have been properly developed and costed
• Once this discussion has taken place, vote on the recommendation.

v. The details of the uniform are published on the school website, and included in the Admissions Pack that all parents receive when their child starts at the school. A willingness to comply with the Uniform Policy is also a condition of the Home School Agreement.

vi. The governing body gives high priority to cost and best value considerations in the design of its school uniform. It bears in mind at all times that items that must be purchased in accordance with school rules can be expensive, particularly for low income and large families, and recognises that uniform should not be a barrier to parents in choosing the school.

vii. Financial support in purchasing items of uniform may be available from the school in cases of hardship.

viii. Once the uniform/appearance policy has been agreed, the school will consider any request that is made to vary the policy to meet the needs of an individual pupil to accommodate their religion or belief. The school at all times acts reasonably in accommodating religious requirements with regard to uniform. However, the governing body takes notice of the DFE’s guidance that the freedom to manifest a religion or belief does not mean that an individual has the right to manifest their religion or belief at any time, in any place, or in any particular manner.

ix. Once the uniform/appearance policy has been agreed, the school will consider any request that is made to vary the policy to meet the needs of an individual pupil because of temporary or permanent medical conditions.

x. The school uniform consists of the following:

School Uniform Years 7-11

The following items may only be obtained from Pages (Maidstone) www.pages-schoolwear.co.uk, or Simmonds (Tunbridge Wells) www.simmonds-ltd.com:

• School specific dark brown blazer with school crest
• School specific dark brown jumper with double gold stripe at neck and school crest
• School specific dark brown skirt with button waistband, pleat detail, embroidered with school crest. No other design may be worn. Alternatively, students may wear dark brown trousers of two specific designs only, with embroidered MGGS initials. No other design may be worn
• School specific plain white shirt embroidered with school crest.

The following items may be obtained from any supplier:

• Plain (not patterned) brown, black, beige or white ankle socks or white long socks, or black, brown or natural coloured tights
• A coat which must be of a dark colour and plain. Denim or leather jackets are not acceptable, neither is an alternative sweater instead of a coat
• Shoes may be black or brown and must not be slingbacks nor have platform soles nor heels higher than 3 cm. Shoes should not come above the ankle. Trainers are not acceptable, except for medical conditions. Except in extreme weather conditions, school shoes should be worn to and from school.

Physical Education Kit

The items embroidered with the school emblem (sweatshirt, t-shirt, skorts, shorts and tracksuit bottoms) may only be obtained from Pages (Maidstone) www.pages-schoolwear.co.uk, or Simmonds (Tunbridge Wells) www.simmonds-ltd.com:
Compulsory items:
- Sky blue hooded sweatshirt with school emblem
- Sky blue t-shirt with school logo
- Navy blue skort or shorts with school emblem
- Sports trainers (any colour) with a white sole
- Knee length sky blue socks for hockey
- Short white socks for other games
- Shin pads
- Football boots.

Optional items:
- Navy blue tracksuit bottoms with school emblem
- Base layers with school logo (leggings and top)
- We strongly recommend that you purchase a mouth guard for hockey. These are sold from the ‘Outlet’ in school.

Student initials should be embroidered on the left hand side of all items of the PE kit underneath the crest. White embroidery should be used on all items.

Science Lab coats
A plain coat overall with long sleeves, preferably cotton (but not nylon). This should be named inside and also with initials embroidered on the front pocket. The same overall must not be worn for Science and Food Technology. However, it can also be worn if required for Art lessons.

Food Technology
Any colour cotton full length apron may be worn although a school designed apron is available to be purchased from school.

Art
Any suitable covering with long sleeves and preferably opening down the back. A long shirt may be worn back to front.

The following are NOT allowed:
- Wearing make-up and nail varnish
- Jewellery except one pair of small, plain round gold or silver ear studs, a watch and a cross and chain (to be under the shirt)
- Body piercing (other than earlobes)
- Unnatural hair colour or streaks.

Inappropriate items of clothing or jewellery other than the above will be confiscated and kept in the office for two weeks. After this time, students may request the return of the item.

All items of school uniform and clothing brought to school must be clearly named.

If in an emergency a student has to come to school wearing any non-uniform article of clothing, she should bring a letter from home explaining why this is necessary.

In PE, students must put all valuables into the valuables box at the beginning of the lesson for safe keeping.
xi. The Headteacher may exercise discretion in response to individual interpretations from students on what is allowed that have not been covered by the above list.

**Non-compliance with the School's Uniform Policy:**

a. The school reserves the right to discipline a pupil for a breach of the Uniform Policy, as recognised in DCSF guidance. Any student in breach of the Uniform Policy will be issued with a uniform slip. If a student receives three uniform slips, they will receive a detention.

b. The Headteacher or a person authorised by the Headteacher may ask a pupil to go home briefly to remedy a breach of the school's rules on appearance or uniform. This is for no longer than is necessary to remedy the breach. This is not an exclusion, but an authorised absence. However, if the pupil continues to breach uniform rules in such a way as to be sent home to avoid school, or takes longer than is strictly necessary to effect the change, the pupil's absence may be counted as unauthorised absence. A pupil must not be sent home indefinitely or for longer than is strictly necessary to remedy the breach as this could amount to an unofficial exclusion. In all such cases parents must be notified and the absence should be recorded. When making this decision, the child's age, vulnerability, how easily and quickly the breach can be remedied, and the availability of the parent, are considered.

c. If the pupil then repeatedly infringes the school's rules on uniform or appearance, this may constitute a disciplinary offence and may be grounds for exclusion. Exclusion is only considered as an appropriate response to breaches of school uniform policy where they are persistent and defiant. Where a pupil repeatedly refuses to comply with school uniform policy even if they do not otherwise display poor behaviour, the governing body follows DFE guidance and believes that exclusion could be an appropriate response, depending on the circumstances of the case. The school recognises that sending a pupil home or exclusion may not be appropriate in every case, and will be sensitive to individual situations.

**Equality and Discrimination Issues:**

i. In formulating this Uniform Policy the governing body has carefully considered its obligations not to discriminate unlawfully on the grounds of sex, race, disability, sexual orientation and religion or belief. It also bears in mind the concept of 'indirect' discrimination. This involves the application of a requirement, which, although applied equally to everyone, puts those of a particular gender, race, sexual orientation or religion or belief at a disadvantage because they cannot in practice comply with it. Such a requirement will need to be justified.

ii. The governing body has also considered this policy in the context of its Race Equality Policy; its obligation to promote equality of opportunity between pupils of different racial groups; and the requirement to assess the impact of school policies on pupils drawn from different racial groups.

**Relevant Documentation and Legislation:**

2. Section 88 of the Education and Inspections Act 2006.
3. See sections 510 and 511 of the Education Act 1996
## History Log

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