



Maidstone Grammar School  
*for Girls*

*Non sibi sed omnibus*

School Uniform Policy

School Policy

2023-2024

**History Log**

<b>Last Revised</b>	<b>Revised By</b>	<b>Ratified By Governors</b>	<b>Next Review Date</b>	<b>Time Scale</b>
June 2019	A Heppeler	3rd July 2019	June 2021	Every 2 years
April 2021	A Heppeler	28th April 2021	April 2023	Every 2 years
September 2021	N Lawrence	6th October 2021	October 2023	Every 2 years
March 2022	D Stanley	27th April 2022	March 2024	Every 2 years
May 2023	D Stanley	20th Sept 2023	September 2024	Annually

Contact: Miss D Stanley, Headteacher

*A forward-thinking community with a tradition of excellence*



# 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.

## Context

This policy has been written using guidance and adheres to legislation from:

- Equality Act 2010
- Schools Information (England) Regulations 2008
- Pupil Premium; Funding and Accountability for Schools 2014 (updated 2017)
- SEND Code of Practice 2014
- <https://www.gov.uk/government/publications/school-uniform/school-uniforms>
- <https://www.gov.uk/government/publications/cost-of-school-uniforms/cost-of-school-uniforms>
- [D for E Behaviour and Discipline in Schools: Advice for Headteachers and Schools January 2016](#)
- [Exclusion from maintained schools, academies and pupil referral units in England 2017](#)

This policy does not stand alone and is used alongside other school policies including:

- Behaviour Policy
- Health and Safety Policy
- SEND Policy.

## Objectives

The establishment of a school policy on uniform seeks to:

- Instil 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, creed/religion 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.
- providing a sense of belonging and identity
- setting an appropriate tone for education

## Implementation

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.

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

- The Human Rights Act 1998, Equality Act 2010 and anti-discrimination legislation
- Temporary or permanent medical conditions.

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.

## **Financial Support**

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.

Parents of Pupil Premium students can apply for an allowance to purchase school uniform in Year 7. This can then be repeated each year with an annual school uniform allowance of up to £260.

Financial support in purchasing items of uniform may be available from the school in cases of hardship, in addition to those who are Pupil Premium Students, by applying to the Headteacher in writing, setting out the reasons for hardship.

The school additionally runs a second hand uniform shop. Information will be provided directly to parents on how this can be accessed.

## **Equality**

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.
- Any request that is made to vary the policy to meet the needs of an individual pupil because of temporary or permanent medical conditions.

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.

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.

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.

The school actively promotes diversity and inclusion as stated in its motto 'non sibi sed omnibus'.

### **Changes to School Uniform**

The school will consult widely when considering any significant changes to the established uniform. In particular it considers the:

- Desire to promote a strong, cohesive, school identity that supports high standards and a sense of identity among pupils.
- Need to promote harmony between different groups represented in the school.
- 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.
- Time frame 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.
- The cost implications of any changes.

Following initial discussions with the governing body, consultation will include parents, students, staff and governors. 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.

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

- The school reserves the right to discipline a pupil for a breach of the Uniform Policy, as recognised in DFE guidance.
- 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.
- If a student 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 and in line with the School Behaviour Policy. 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.

## School Uniform Years 7-11

The following items may only be obtained from Pages [www.pages-schoolwear.co.uk](http://www.pages-schoolwear.co.uk), or Simmonds [www.simmonds-ltd.com](http://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 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 jumper 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. Except in extreme weather conditions, school shoes should be worn to and from school.

## Uniform Expectations

- Students must wear their blazers at all times, unless it is an official no blazer day due to warm weather
- Skirts and blazer sleeves must be unrolled and jumpers untucked from skirts
- Students may wear plain (not patterned) brown, black, beige or white ankle socks, white long socks, or black, brown or natural coloured tights
- A maximum of three badges, school or charity related only, may be worn on the blazer.

**The following are NOT allowed:**

- Make-up, nail varnish, false nails and false eyelashes
- Jewellery except **one** pair of small, plain round gold or silver ear studs, a watch and a cross or other recognised religious symbol and chain (to be under the shirt and not visible)
- Body piercing (other than earlobes)
- Unnatural hair colour, streaks
- Hats (including bonnets), hair bows, coloured wraps, braided beads, hair coverings or headscarves - except for religious reasons. (If a head covering is worn for religious reasons it must be plain black or dark brown. A discrete plain black or dark brown hair protector may be worn)
- Trainers (unless a student has a medical condition and has been issued with a trainer pass by their Head of Study).

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

## **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](http://www.pages-schoolwear.co.uk), or Simmonds (Tunbridge Wells) [www.simmonds-ltd.com](http://www.simmonds-ltd.com):

Compulsory items:

- Sky blue hooded sweatshirt with school emblem
- Sky blue polo shirt
- Navy blue skort, shorts or navy blue tracksuit bottoms
- Sports trainers (any colour) with a white sole
- Knee length sky blue socks
- Short white socks for other games
- Shin pads from January in Year 7

Optional items:

- White or navy base layers with (leggings and top)

## **Science Lab Coats**

A plain coat overall with long sleeves, preferably cotton (but **not** nylon). This should be named inside. 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. 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.

**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.

## **Sixth Form Dress Code**

In the Sixth Form, students do not have a formal uniform that they are required to wear.

However, it is still very important that they come dressed appropriately for what is their place of work. The general guideline for Sixth Form dress is that it is appropriate for a good working atmosphere. We do expect Sixth Form students to comply with current Health and Safety regulations with respect to dress, as in the lower school. Many outsiders judge the school by the appearance of its Sixth Formers and younger students look to the sixth form students as role models. The dress code is reviewed annually. Therefore, students should heed the guidance below.

**Clothing** should be appropriate for a good working atmosphere therefore should cover the midriff, shoulders and underarm area. To comply with this the following items are not permitted:

- Very short skirts, dresses or shorts (above mid thigh)
- Leggings (unless worn with an item of clothing reaching your mid thigh)
- Clothing made from a translucent material
- Shorts or skorts
- Tracksuit bottoms (unless for sport)
- Clothing with fraying, rips or holes
- Jeans or other denim items with holes or fraying
- Cropped or low cut or backless tops, and tops with straps that do not cover the shoulder (whether worn under another garment or not).
- Clothing with inappropriate or offensive images or logos.
- Shorts or swimwear, sportswear or beachwear style.

All **jewellery** should be appropriate for a working environment. Body piercings are not permitted, other than earrings and one small discreet nose stud.

**Shoes** should be comfortable and safe therefore very high heels, flip flops or sandals with no backs are not permitted.

**The following are NOT allowed:**

- Body piercing (other than earlobes and one small discreet nose stud)
- Unnatural hair colour, streaks
- Hats (including bonnets), hair bows, coloured wraps, braided beads, hair coverings or headscarves - except for religious reasons. (A discrete hair protector may be worn.)
- Visible tattoos.

**Dress Code for Formal Occasions:**

On formal occasions where you are representing the school you will be required to wear more formal attire. Examples of this would be Open Evenings, Awards Evenings or showing visitors around the school.

All Sixth Form students are required to wear a **lanyard and identity badge** at all times when on the school site unless under the direction of the teacher (for example during practical lessons).. This ensures the safety of the school community. Students will be issued with their own photographic identity card and a coloured lanyard in which to display it, and they will keep this for the duration of their time in the Sixth Form. If a student forgets to wear their badge to school, they must purchase a temporary visitor pass from the Sixth Form Office for a loan, where



they will have to pay a fee of £1 per day. In the case of loss or damage, students are liable for the cost of £5 to replace their badge and this should be arranged by the student with the main school office as soon as possible.

**In the event of a breach of this Dress Code**

Students will be asked to remove any items which are not deemed acceptable dress. The Sixth Form Team has a set of T-Shirts, hoodies and trousers which will be loaned out for the day if this is needed in order to ensure the dress code is met. If this is still not possible the Head of Sixth Form will send students home to change. If feasible, they will then be expected to return to school for the remainder of the day. Students will be expected to make up the lost time in school for this.