



Maidstone Grammar School for Girls

Non sibi sed omnibus

School Uniform Policy

School Policy

2026 - 2027

History Log

Last Revised	Revised By	Ratified By Governors	Next Review Date	Time Scale
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
October 2024	D Stanley	27th November 2024	September 2025	Annually
September 2025	D Stanley	19th November 2025	September 2026	Annually
June 2026	D Stanley/C Green	8th July 2026	July 2027	Annually
September 2025	D Stanley	30th September 2026	SEptember 2028	Annually

Contact: Miss D Stanley, Headteacher

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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>
- [DfE behaviour in schools](#)
- [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 Targeted 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 Targeted Pupil Premium Students, by applying to the Headteacher in writing, setting out the reasons for hardship.

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

Equality

Once the uniform/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, or Monkhouse <https://www.monkhouse.com> (We work with our suppliers and our pre loved uniform shop and as such school branded items such as the school blouse and skirt continue to be permitted):

- School specific dark brown blazer with school crest
- School specific dark brown jumper with double gold stripe at neck and school crest
- Dark brown flat fronted kilt skirt with button waistband, pleat detail, No other design may be worn. Alternatively, students may wear dark brown school trousers.
- Plain white revere collar school shirt
- Plain (not patterned nor with any logo) 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** must 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' 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, including unnatural hair coloured streaks or braids or extreme hairstyles
- 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

www.pages-schoolwear.co.uk, or Monkhouse (Tunbridge Wells)
<https://www.monkhouse.com>:

Compulsory items:

- Sky blue hooded sweatshirt with no brand logo
- Sky blue polo shirt with school logo
- 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 and football boots

Optional items:

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

Phone Pouch

A Yondr phone pouch is a compulsory item which can only be purchased through the school.

Food Technology

Any colour cotton full length apron may be worn.

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

All students **must** wear their school lanyard and ID badge at all times while on site, unless directed otherwise by a member of staff.

Sixth Form students are not required to wear a formal uniform; however, all students are expected to dress in a way that supports a professional and appropriate working environment. Clothing should be safe, respectful, and suitably smart for a school setting, recognising that Sixth Form students are role models within the school community. The dress code is reviewed annually, therefore, students should heed the guidance below.

Category	Permitted	Not Permitted
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Upper Body Clothing	Clothing that fully covers the shoulders, chest, back, and midriff. <i>e.g. formal shirts, blouses, jumpers, quarter zips, hoodies, T-shirts, long-sleeve T-shirts, polo shirts.</i>	Clothing that is revealing or does not provide appropriate coverage <i>e.g. vests, sleeveless or strapless tops, garments with minimal shoulder coverage, backless tops, garments exposing the midriff, please note these items are not permitted even if worn underneath a top layer.</i>
Lower Body Clothing	Trousers, skirts, dresses, or tailored shorts of an appropriate length (no shorter than mid-thigh). <i>e.g. chinos, jeans, combat trousers, skirts or dresses which are no shorter than mid-thigh.</i> <i>Lower-body garments must be worn appropriately at the waist to ensure undergarments are not visible. Dresses must meet the same expectations for length and coverage as other clothing.</i>	Clothing that is excessively short, tight, or overly casual <i>e.g. joggers, leggings, tracksuit bottoms, or similar leisurewear trousers (e.g those made of jersey type material) unless worn in a PE or Dance lesson; skirts, dresses, or shorts above mid-thigh length; pyjama-style trousers.</i>
Headwear	Religious head coverings worn for religious reasons <i>e.g. hijab, kippah, turban.</i>	Non-religious headwear worn indoors, <i>e.g. hats, hoods up, hair bows, coloured warps, braided beads</i>
Jewellery & Piercings	Jewellery appropriate for a working environment; earrings and one small nose stud <i>e.g. earrings and ear studs, one small nose stud.</i>	Excessive/extreme jewellery or additional facial/body piercings <i>e.g. facial piercings, nose bars, ear spacers, or ear bars.</i>
Hair & Appearance	Natural hair colours, styled in a way that is appropriate for a professional setting.	Unnatural or extreme hair colours or styles <i>e.g. bright blue, green, or pink hair; excessively sculpted styles; large</i>

		<i>shaved patterns or designs; extreme height or asymmetrical styles; fully shaved heads shorter than a grade 1.</i>
Footwear	Safe, practical footwear <i>e.g. shoes or trainers</i>	Unsafe or impractical footwear <i>e.g. flip flops, backless or low-back footwear, footwear without secure heel support, slipper-style footwear, excessively high or narrow heels (e.g. stiletto-style heels), rubber clog-style footwear.</i>

Additional Clothing Expectations

- Clothing must be **in good condition and free from rips, holes, or fraying**
- Clothing must **not be see-through, overly tight or revealing**
- Clothing must not display **offensive or inappropriate images or text**
- Clothing must not be **sportswear (including beachwear or swimwear) unless required for lessons**
- **Coats should not be worn inside the school building** and should be stored in lockers or form rooms during the school day
- **Tattoos must not be visible**

Formal Occasions

On occasions where students are representing the school (e.g. Open Evenings or Awards Events), more formal attire will be required. For example, students may be expected to wear more formal clothing such as formal shirts or blouses, tailored trousers, chinos, smart dresses or skirts of an appropriate length, blazers, smart knitwear, and smart shoes suitable for a professional environment.

Failure to Meet Expectations

If a student does not meet the dress code:

- They may be asked to remove or adjust the item to ensure it meets expectations
- Alternative clothing may be provided for the day. Where this is required, students must comply with the instruction. A deposit will be charged for any borrowed items, which will be refunded when the items are returned

- Students may be required to return home to change before returning to school. Students sent home will be required to catch up any missed time.
- If a student does not have their lanyard, they will be provided with an alternative (e.g. a wristband). A charge of £1 will apply

Persistent breaches of the dress code will be addressed in line with the school's behaviour policy.