



Maritime
Academy
Trust

School Uniform Policy

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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. 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 sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- 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 Mrs. Garrett (Head of School) or Miss. Lovell (Assistant Headteacher) 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 that feature the school logo where
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes

- Avoiding different uniform requirements for extra-curricular activities
- 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

4. Expectations for school uniform

4.1 Our school's uniform

At Ebbsfleet Green Primary School, our school uniform requirements are:

- Grey jumper or cardigan
- Grey trousers / grey skirt / grey pinafore (leggings or jogging bottoms can be worn in nursery)
- White polo shirt
- Plain socks or tights - white or grey
- Plain black shoes or trainers (no heels or boots please)
- Book Bag. This is compulsory and must be brought into school every day. We ask that children do not bring in their own bags.
- P.E. Kit for K.S.1 and K.S.2. - green/ grey/ black shorts and a white t-shirt or a green tracksuit (joggers and a sweatshirt). The children wear their P.E. kits to school on their allocated P.E. day.
- Summer alternatives: a summer dress with green check pattern; grey shorts

Please ensure that if your child wears footwear with laces, they are able to tie these independently.

Please ensure that hair accessories are kept to a minimum and that they comply with the school colour which is green.

Jewellery, apart from small stud earrings, is not permitted. All studs earrings will be covered with masking tape during P.E. sessions. If there is a specific reason (e.g. religious or cultural beliefs) for you wanting your child to wear an item of jewellery, please speak to either Mrs. Garrett or Mr Croucher.

4.2 Where to purchase it

Parents and carers can obtain our non-branded uniform options from many supermarkets and high street retailers at very reasonable prices.

Our branded items are available from the following suppliers:

- Knitted cardigans / jumpers and bookbags with an embroidered school logo can be ordered online or in-store from Casey Schoolwear

Our Parent Teacher Association (PTA) will arrange opportunities for parents/carers to acquire pre-loved uniform throughout the year. The school maintains a supply of spare uniform items and will

happily supply any needed items if we have them in your child's size. Please speak to a member of leadership and they will organise this.

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 Mrs. Garrett or Mr Croucher if they want to request an amendment to the uniform policy in relation to their protected characteristics, such as wearing items of clothing for religious or cultural reasons.

5.2 Parents and carers

Parents and carers are expected 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 also expected to contact Mrs. Garrett or Mr Croucher 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 and where children are frequently not in school uniform, the school will consider financial hardship is suspected and has resulted in a pupil not attending school in line with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

5.4 Local Academy Council

The LAC board 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 board 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

This policy will be reviewed regularly and at every review, it will be approved by Maritime Academy Trust and the Local Academy Council.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Complaints policy