



School Uniform Policy

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Designated member of staff:	Mr M Jervis, Assistant Headteacher
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1. Aims and Statement of Intent

2. 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 all 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

1.2 Statement of Intent

Mary Webb School and Science College believe that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all students, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all students and is affordable and the best value for money for the school and students' families.

We believe that students learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

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: age, sex, sexual orientation, disability, race, religion or belief, pregnancy and maternity, 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
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair be tied back
- Allow all pupils to style their hair in a way that is appropriate for school, and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons, or if they are experiencing discomfort
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform, depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Mr M Jervis (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 (items that have a school logo) can only be purchased from one retailer and that requiring many such items limits parents' ability to 'shop around' for a low price.

We will therefore make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers

We will do this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of 4 or fewer, if 1 item is a tie
- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics to the school jumper, PE tops and school tie
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a PE Fleece and School Skirt, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for different year groups (except prefects)
- 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 stakeholders on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for school uniform

4.1 Our school's uniform

Clothing

The school uniform is as follows:

Item	Optional or required	Branding	How to acquire
Maroon/Black jumper	Required	School logo on right-hand side	Branded jumper available from school supplier and second hand from school office.
White shirt	Required	No branding	Available from school supplier, second hand from school office and available from regular retailers.
School tie – maroon / gold (prefects only) / black (Y11 only)	Required	No branding	Available from school supplier and second hand from school office.
Black trousers (all years) or Grey Skirt (Yrs 7-10) / Black Skirt (Y11) or Tailored black shorts (all years)	Required	No branding	Available from school supplier, second hand from school office and available from regular retailers.
Sensible, plain black shoes	Required	No branding	Available from regular retailers.
PE Kit			
PE Polo shirt	Required	School logo on left-hand side	Available from school supplier.
Navy Skort	Optional	Branded	Available from school supplier.
Navy shorts or leggings	Required	No Branding	Available from school supplier or regular retailers
Training pants	Optional	School logo on left-hand side	Available from school supplier.
PE Fleece	Optional	School logo on left-hand side	Available from school supplier.
Rugby Shirt	Optional	School logo on left-hand side	Available from school supplier.

- Students who are wearing skirts must also wear **black tights**.
- Trainers are not considered suitable footwear. High heels are not permitted.
- Skirts must be knee-length. Black jeans and jeggings are not permitted.
- Parents are responsible for ensuring their child brings their PE kit to school when needed.
- Students must use an appropriately sized waterproof bag to carry their books and equipment. It should hold A4-sized workbooks comfortably without causing any damage. School bags featuring inappropriate images, slogans or phrases are not permitted. The school encourages

students to bring non-valuable bags to school. The school will not be liable for lost or damaged school bags.

4.2 Appearance

Jewellery

Permitted jewellery that may be worn is:

- One pair of stud earrings – no other piercings are permitted.
- A smart and sensible wristwatch.
- Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

Hairstyles

- The school reserves the right to make a judgement on where students' hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.
- Students with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE/ Science lessons.

The following hairstyles are not considered appropriate for school:

- Brightly coloured, dyed hair.
- Headwear with bold patterns or colours.
- Excessive hair accessories.

Makeup

The school rules on makeup are as follows:

- Only light, natural-looking makeup is permitted.
- False nails and nail extensions are not permitted.
- Temporary tattoos are not permitted.

Students wearing excessive makeup are required to remove it.

4.3 Where to purchase it

All items of school uniform with the school logo can be purchased from:

School Shop Direct
5 Henley Way
Shrewsbury
Sy1 4NS
01743 440449

Or their website

www.schoolshopdirect.co.uk

- All other items of uniform can be purchased from any high street or online retailer if it meets the criteria set out in section 4.1
- At certain times second-hand uniform may be available, this will be communicated to parents and carers

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 their Head of Year if they want to request an amendment to the uniform policy in relation to their protected characteristics.

Pupils who are incorrect uniform will be dealt with in accordance with the school's Behaviour Policy

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
- If a child is unable to wear the required uniform the parent/carer must provide a note for the tutor explaining the reason and the time frame for any alternative uniform
- All students' clothing and footwear is clearly labelled with their name.
- Any lost clothing is taken to the lost property box in the **caretaker's office**. All lost property is retained for **two weeks** and is disposed of if it is not collected within this time).

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Mr M Jervis (Assistant Headteacher)

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.

5.4 Governors

The governing 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/carers, 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 every two years by the Assistant Headteacher – Behaviour. At every review, it will be approved by the Local Governing Body

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Anti-bullying policy
- Complaints policy