



School Uniform Policy

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Statement of intent

St Margaret's Academy believes 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 pupils, 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 pupils, and is affordable and the best value for money for the school and pupils' families.

We believe that pupils 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.

1. Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Tendering and Procurement Policy

2. Roles and responsibilities

The Board of Trustees is responsible for:

- Establishing, in consultation with the headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive, and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The headteacher is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing board.
- Providing pupils with an exemption letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top.

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Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

3. Cost principles

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils, and does not place an unreasonable financial burden on parents.

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The school keeps branded uniform items to a minimal level that is reasonable for all members of the school community. The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design

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and fabrics. Where the school decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to school uniforms.

The school operates a uniform recycling scheme supported by the PTA, to keep uniform costs affordable and sell items regularly at family and community events.

4. Equality principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that the school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who have relevant additional needs. St Margaret's Academy works with pupils and parents of pupils to ensure any SEND and or sensory needs, religious, or cultural requirements and gender preferences are considered and an appropriate alternative accommodated. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

5. Complaints and challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

To make a complaint, parents should refer to the Complaints Procedures Policy and follow the stipulations outlined.

When a complaint is received, the school works with parents to arrive at a mutually acceptable outcome.

Trustees are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

6. School uniform supplier

Our current school uniform supplier is:

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- **Riviera School Days**
- **186 Union Street, Torquay TQ2 5QP**
- **Tel 01803 293650**
- **Email: 01803 293650**
- **Shop Online at www.rivieraschooldays.co.uk**

The board of trustees will ensure that a contract is in place with the supplier for branded items.

The school is committed to securing best value for money for parents/carers. Value for money includes cost, quality, durability and accessibility. The school is also committed to supporting our local community where opportunity allows. The governing board considers the above and signpost parents to a third-party supplier. Our current supplier is Riviera Schooldays who provide branded and non-branded uniforms. Parents are able to purchase directly from the shop or online. Non-branded uniforms are also available from most supermarkets/clothes retailers. Second hand uniforms are available see below.

The school will renew the contract with the third-party supplier on an annual basis.

The Parent Teacher Association (PTA) holds second-hand school uniforms for parents to access; access to these uniforms is available upon request made to the school office. Parents are invited to donate their child's uniform when they no longer need it.



7. Non-compliance

Staff members are permitted to discipline pupils for breaching this policy, in accordance with the school's Behaviour Policy.

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8. School uniform

Clothing

The school uniform checklist is available on the school website.

Notes:

- ** No sandals or open toe shoes. No fur trims or heels on boots*
- *** Skirts to be of a modest length and shorts can be worn under skirts for modesty if desired*
- *All items of uniform must be clearly labelled*
- *Please have your child's PE kit in school at all times*
- *Jewellery: only single, stud pierced earrings and no bracelets, bands or necklaces*
- *On PE days, please remove stud earrings before coming to school. No watches during the PE lesson.*
- *Hair: long hair to be tied back with a plain hair band. **No big bows** (e.g. Jojo bows) and no hair dye.*
- *No make-up, nail varnish or transfer tattoos*
- *Watches may be worn but we cannot take any responsibility for loss or damage. No Smart Watches.*
- *Only pupils in Years 5 and 6 may bring a mobile phone to school and only after requesting and receiving permission from the Headteacher. Phones will be kept securely in the main office during the school day.*
- **Stud earrings:** *wearing of these can make participation in statutory PE lessons very difficult. We prefer children not to have piercings but if you do so, please only have this done at the very start of the summer holiday so they heal in time*

Please see school website for prices of uniform

9. Monitoring and review

This policy is reviewed annually or subject to change.