

# St Mark's CE Primary School

Ramslye Road  
Tunbridge Wells  
TN4 8LN



## UNIFORM POLICY

Headteacher: Simon Bird  
Chair of Governors: David Hill

### Our Vision

*St Mark's CEP School is committed to developing children that are courageous, compassionate, and creative, making excellent all-round progress so they can reach their unique potential, experience, and share "life in all its fullness". We Aspire, Believe, Succeed*

**Created: November 2023**

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**Signed by Chair of Governors:** \_\_\_\_\_

**Date:** \_\_\_\_\_

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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 age, sex, 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 or that most reflects their self-identified gender
- 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 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 related to their sex, gender or gender reassignment
- 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 to get in touch with Mr Simon Bird who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

### **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 where possible, for example, by only asking that the jumper/cardigan and PE t-shirt feature the school logo
- Limiting items with distinctive characteristics to low-cost and/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
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- Avoiding different uniform requirements for different year/class
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- 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 uniform**

#### **Main Uniform**

- Grey skirt or pinafore dress. Skirt should be at least knee length.
- Grey trousers/grey shorts
- Yellow polo-shirt
- Year 6s wear a white shirt and school tie (first tie provided free of charge)
- Navy blue sweatshirt or cardigan with school logo
- White ankle socks with a summer dress,
- Grey tights or ankle socks with skirts/shorts/trousers. No Trainer socks.
- Black shoes (all black trainers are acceptable if without a white/coloured sole or logo)
- EYFS and KS1 – School Book Bag
- KS2 – Small rucksack

#### **PE Days**

- House colour logo t-shirt
- Black/navy shorts/skort (no branding or patterns or cheerleader/cycling shorts)
- School logo jumper or cardigan
- Black/navy tracksuit bottoms/leggings (no zips, hoodies, branding, or patterns)
- Black or white trainers (as plain as possible)

PE kit should be worn to school on your child's PE days. These will be notified to you. Children will remain in their PE kit all day - unless otherwise advised.

Black base layers are acceptable provided they are not visible.

*Please ensure that all items of your child's uniform are clearly labelled.*

#### **Hair, Jewellery and Accessories**

- No jewellery/wristbands/friendship bands are allowed except for a watch and only small, plain studs if children have pierced ears. These need to be covered with tape during PE (provided by parent).
- Watches must be analogue or digital, no smart watches. Step counters are allowed.
- Hair accessories are to be kept to a discreet minimum and in black/your child's hair colour. Neither large bows nor headbands with decorative pieces are allowed.
- Shoulder length hair or longer must be tied back – tidily to avoid distraction and for health/hygiene reasons.
- Dyed hair or shaved tramlines are not allowed (if these are put in during the school holidays – please allow time to ensure that they have grown out by the start of term)

- Nail varnish and false nails (acrylics etc) are not to be worn in school
- Make-up is not to be worn in school

### **Mobile Phones**

Children must not bring mobile phones onto the school site unless they have permission from school to walk home (this will only be for year 5 children after Easter or year 6), and therefore, need to be able to contact their family. These phones must be switched off and handed into their class teachers at the beginning of the day. They will be handed back to the children at the end of the school day.

*The school takes no responsibility for your child's phone whilst it is on the premises.*

### **Other Items**

Children need a coat for school, a school bag, wellies if they are partaking in forest school or have had a request from the teacher and in the summer, children need a sunhat + 8hr sun cream applied before school by parent/carer.

#### **4.2 Where to purchase it**

Our logo items (jumper/cardigan), PE t-shirt and ties are available from the school. These can be purchased via Arbor and parents will be notified when orders are ready for collection.

We also offer sun hats and knitted winter hats, but these are optional items.

Skirts/trousers/pinafores/yellow polo shirt can be purchased from a wide variety of "high-street" retailers and supermarkets.

Second-hand uniform can be obtained through the school's PTA.

## **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)

### **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 Mr S Bird 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 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 S Bird.

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 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 three years. At every review, it will be approved by the Full Governing Board.

## **7. Links to other policies**

This policy is linked to our:

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