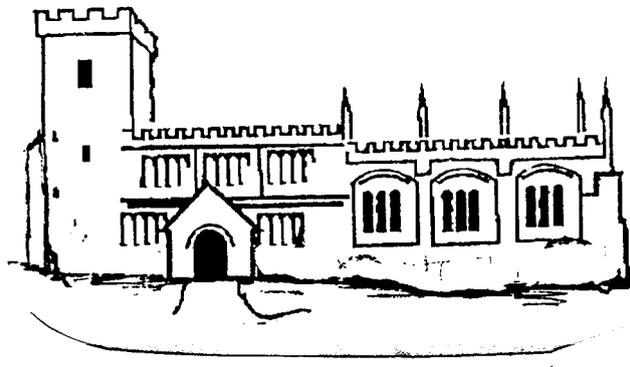


North Marston C of E School Uniform Policy



Policy written/ adapted by:	Sarah Brew (headteacher)
Adopted by Governors on:	
Last review date:	May 2025
Next Review date:	May 2028
Signed by headteacher:	
Signed by Chair of Governors:	

NORTH MARSTON C of E SCHOOL
Uniform Policy

Shining our light to be our best selves!

At North Marston C of E School, our vision is for our children - and everyone in our school community - to understand what it means to be kind, respectful members of an inclusive society.

We endeavour to be the best version of ourselves by taking responsibility for our own learning and behaviour, and by caring for others and our environment.

*“Let your light shine before others so that they may see your good deeds and glorify your Father in heaven.” **Matthew 5:16***

At North Marston School we value:

Kindness

We treat others, and ourselves, with kindness and are thoughtful in all our interactions, being mindful that we don't know the struggles others are facing. We are considerate to others and their feelings. We make a conscious effort not to retaliate, trying to bring others out of the darkness and into the light. We are aware that there are people less fortunate than us and we try to help in whatever way we can.

Determination

Even when we find it tricky, we will stay determined and show our resilience to do our best work, following the high expectations set for us. We strive to keep the light inside us shining bright.

Respect

We show respect for everyone in our school community and for our environment, both local and global. We make an effort to ensure that everyone feels welcome and included within our school so that we can work and grow together. We celebrate the different ways in which people shine their light and we work hard to support those who struggle to shine.

Integrity

We make good choices and do the right thing, even when no one is looking. We work hard to improve ourselves and make a positive contribution to our school community, not because of the rewards we might get but because we aim to be the best version of ourselves. We are fair and honest. We know that our opportunities to shine are limitless.

Curiosity

We make the most of the opportunities presented to us and engage in all learning activities, developing our desire to know and understand more. We ask questions if we don't understand and we share our knowledge selflessly to support the growth of our school community, shining our light on those around us. We are keen to find out more about the world we live in and how we can have a positive impact on it.

NORTH MARSTON C of E SCHOOL
Uniform Policy

North Marston C of E School believes that a consistent school uniform policy will support our vision and values and is vital for:

- Promoting the inclusive ethos of the school community.
- Providing a sense of respect, belonging and identity.
- Setting an appropriate tone for education, encouraging children to be curious.

For the purposes of this policy, **“uniform”** includes the following elements of children’s appearance:

- Clothing and footwear, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy. Our aim is to implement a uniform that reflects the needs of our children, is affordable, and provides the best value for money for both the school and for families.

We believe that children learn most effectively and achieve their best outcomes when they are comfortable, have a sense of belonging, and dressed in a way that sets an appropriate tone for education.

In writing and updating this policy, we have sought to:

- Engage with parents and children.
- Consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for children.
- Take a sensible approach to allow for exceptions to be made.
- Ensure that the uniform is suitable and safe for children who walk or cycle to school.
- Choose a PE kit which is practical, comfortable, appropriate to the activities and affordable.
- Ensure the policy is easy to access and understand.

NORTH MARSTON C of E SCHOOL
Uniform Policy

Legal framework

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

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2024) 'School uniforms: guidance for schools'
- DfE (2021) 'School uniforms'
- Equality and Human Rights Commission (2022) 'Preventing hair discrimination in schools'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Equalities Policy

Roles and responsibilities

The governing board 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, inclusive, and does not disadvantage any child because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, children and the wider school community regarding changes to the school's uniform.

NORTH MARSTON C of E SCHOOL
Uniform Policy

- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.

The headteacher is responsible for:

- Encouraging families to follow the uniform policy, being determined to follow the high expectations we have for our community.
- Encouraging care for our environment and sustainability through promoting the purchase of pre-loved uniform.
- Ensuring that teachers understand this policy and what to do if a child is not dressed according to 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.

Staff are responsible for:

- Ensuring that children understand why having a consistent and practical school uniform is important, e.g. being a respectful member of an inclusive society.
- Kindly challenging a child who is not following the policy and attempting to understand the reasons for this, reminding the child of our high expectations but being mindful that we don't know the struggles others might be going through.
- Supporting a child to be in line with the policy by offering spare clothes or a call to home.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the headteacher if their child requires an adjustment to the uniform policy for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.
- Caring for others and our environment by supporting our pre-loved uniform shop by donating items which are no longer needed and considering purchasing from here before buying new.

Children are responsible for:

NORTH MARSTON C of E SCHOOL
Uniform Policy

- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.
- Showing their integrity by wearing the correct uniform at all times, unless the headteacher has granted an adjustment.
- Showing respect by caring for their uniform as they do for themselves, others and the environment.

Cost principles

The school will develop its uniform policy in relation to the following starting principles:

- The school will seek to ensure that the uniform is affordable. In so doing, the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.
- The school will seek to keep the use of branded items to a minimum – School jumper and PE t-shirt
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- The school will strive to provide pre-loved uniforms for parents. Information on pre-loved uniforms will be published on the school's website. Children whose parents would struggle to pay for uniform, will be provided with pre-loved uniform free of charge.

Principles in practice

In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform requirements do 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 all children and their families but will specifically seek to ensure views from:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, children at the school.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.

NORTH MARSTON C of E SCHOOL

Uniform Policy

- Parents of children with protected characteristics that may impact their ability to access the uniform.
- LAC and PLAC and their families.

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 child, 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. polo shirts and socks, to ensure their child can come to school in clean uniform every day.

The school will keep branded uniform items to a minimal level that is reasonable for all members of the school community (currently school jumper and PE t-shirt). The school defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, e.g. supermarkets, due to the item's logo. We will strive to keep the pre-loved shop well stocked and readily available to give parents options with their purchases.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective children, and that the best value for money is secured through reputable suppliers.

The school will not make frequent changes to uniform requirements and will take the views of parents and children into account when considering any changes.

Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any child very seriously.

In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all children can access a school uniform which is comfortable, suitable for their needs, and reflects that they belong to our school community, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The school will ensure that parents and children are consulted over any changes to school uniform.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

NORTH MARSTON C of E SCHOOL Uniform Policy

Information on how the school ensures its uniform policy does not discriminate against children with specific protected characteristics is outlined below.

Gender

The school's uniform policy is gender-neutral, meaning that children will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records.

Religion and belief

To avoid disproportionately impacting children of a certain religion, belief or culture, the school will ensure that there is flexibility to allow children to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual children will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

Race

To avoid disproportionately impacting children of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a child's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a child's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on 'Preventing hair discrimination in schools'.

SEND and medical conditions

To avoid disproportionately impacting children with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these children. This includes:

- Ensuring the school uniform uses soft fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for children whose medical conditions may impact how they dress, e.g. children with casts who require loose-fitting clothing or children with hair loss-related conditions who wish to wear head coverings.

Where the needs of these children cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

The school will ensure that it works with a supplier that acts in accordance with the school's values and principles on equality and inclusion.

NORTH MARSTON C of E SCHOOL
Uniform Policy

Complaints and challenges

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

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

In considering a complaint, parents should be aware that in the first instance of a child not dressing in accordance with the uniform policy, teachers will encourage them, in a kind and respectful manner, to rectify this by providing spare items of clothing as appropriate. If a child chooses not to correct their uniform choice, then adults in school may apply consequences in line with our behaviour policy. School adults will always explore the reasons for the non-compliance and offer support before resorting to consequences.

School uniform supplier

The school's current school uniform supplier is: <https://buckschoolwearplus.co.uk/>

The governing board will ensure that a written contract is in place with the supplier for branded items. The school will tender the uniform contract every five years, whether changes to the uniform are made or not, in line with the Tendering and Procurement Policy.

The governing board will be able to demonstrate how uniform is procured at the best value for money. The headteacher will work to ensure that the items are procured as cheaply as possible without compromising on the quality, e.g. by requesting standard-style items from the supplier rather than more intricate and unique designs.

The school will not sign contracts with suppliers before requesting visualisations and samples of proposed uniform.

The school will order new uniform each December. Where the school is proposing to change suppliers, it will reach out to suppliers by October in the determination year.

NORTH MARSTON C of E SCHOOL Uniform Policy

Uniform assistance

The school will support disadvantaged families in meeting the costs of uniforms if required. School uniform can be provided free of charge through the pre-loved shop or, if nothing suitable is available then we will use Pupil Premium funding to order uniform from Bucks Schoolwear Plus for the child.

The school will hold pre-loved school uniforms which parents can access by speaking to Katie Mealey in the school office or sending an email to office@northmarston.bucks.sch.uk and detailing their requirements.

Parents are invited to donate their child's uniform when they no longer need it.

School uniform

- Navy skirt or pinafore dress or trousers or shorts
- Navy polo shirt (school logo optional)
- Navy or white hijab (optional)
- Emerald sweatshirt or cardigan with the school logo
- White, navy or black socks or tights
- Black shoes (no heels, boots, trainers or sandals)

Summer Uniform (optional)

- Green and white gingham dress or playsuit

Indoor P.E. Kit:

- Emerald T-shirt with the school logo
- Navy shorts, leggings or skirt
- Black plimsolls or clean trainers

Outdoor P.E. Kit:

- Emerald t-shirt with the school logo
- Navy tracksuit bottoms
- Navy Hoodie (school logo optional)
- Trainers

Jewellery

For health and safety reasons, the school rules on jewellery are as follows:

- One pair of stud earrings may be worn – no other piercings are permitted.
- A smart and sensible wristwatch may be worn.

Children will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons,

NORTH MARSTON C of E SCHOOL
Uniform Policy

including PE lessons and for this reason, we advise that children should not wear any jewellery to school on PE days.

Bags

Book bags with a school logo are available from Bucks Schoolwear Plus but are optional.

Children must use an appropriately sized waterproof bag to carry their books to and from school. It must hold A4-sized workbooks comfortably without causing any damage.

School bags featuring inappropriate images, slogans or phrases will not be permitted.

The school will discourage children from bringing valuable bags to school. The school will not be liable for lost or damaged school bags.

Hairstyles and headwear

The school reserves the right to make a judgement on whether a child's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any child by virtue of their protected characteristics. Each individual child'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.

Children with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair must be fully tied up for school every day, using hair ties appropriate to the school colours (green, Navy, white, black).

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- Brightly coloured dyed hair
- Headwear with bold patterns or colours
- Excessive hair accessories
- Headwear featuring inappropriate words or images

Makeup and cosmetics

Children may not wear any of the following to school:

NORTH MARSTON C of E SCHOOL
Uniform Policy

- makeup
- nail varnish/ false nails/ nail extensions
- temporary tattoos

Children will be asked to remove any of the above if they come to school wearing any. If children are unable to remove their makeup/ cosmetics independently then a parent or carer will be required to come to school to remove it for them.

Labelling and lost property

Parents will be advised to ensure that all children's clothing and footwear is clearly labelled with their name.

Any lost clothing will be returned to the child if it has their name in. Any unnamed items will be taken to the school office where they will be kept for a week and then donated to the pre-loved shop.

Monitoring and review

This policy will be reviewed every 3 years by the headteacher. The next scheduled review date for this policy is May 2028.

The school will engage with parents and children when reviewing this policy.

Any subsequent changes to this policy will be communicated to all staff, children, parents and other relevant stakeholders.