



L.E.A.D. Academy Trust

Lead • Empower • Achieve • Drive

St Mary's Fields Academy Uniform Policy

Policy/Procedure management log

Document name	Uniform Policy
Author	
Date approved	
Date issued	September 2024
Date of review	September 2025

1. Aims 2

2. Our Academy’s Legal Duties under the Equality Act 2010 3

3. Limiting the Cost of School Uniform 3

4. Expectations for Academy Uniform 4

5. Expectations for our Academy Community 5

6. Monitoring arrangements 6

7. Links to other policies 6

1. Aims

St Mary’s Fields Academy is committed to:

- promoting equality
- ensuring value for money
- ensuring that no pupil is discriminated against due to their religion or belief, economic circumstances, or social and cultural background.
- committed to developing our pupils’ sense of belonging to our academy.

We believe that wearing a smart and practical uniform allows all children, regardless of their backgrounds, to feel equal to their peers and confident in their appearance. It is important for children to wear clothing that is conducive to a successful learning environment, including activity-appropriate clothing, such as sports attire.

2. Our Academy'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, disability, pregnancy and gender reassignment.

To avoid discrimination, our academy 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 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 Helen Nott (Headteacher), via the school office, who can answer questions about the policy and respond to any requests

3. Limiting the Cost of School Uniform

St Mary's Fields Academy 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
- 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 academy's uniform can act as a social leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling 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 thereby 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 Academy Uniform

4.1 Our Academy Uniform

The school uniform is as follows:

- Bright blue sweatshirt, cardigan or fleece

1. Purchased through either on line at Your School Uniform Yourschooluniform.co.uk or Uniform Direct (shop on Humberstone Gate or online uniform-direct.com)

2. Purchased at most supermarkets (plain – no logos)

- Black or grey trousers, skirts or pinafore dresses (no jeans, including black denim)
- A white or blue polo shirt, blouse or shirt (with or without school logos)
- Black sensible shoes or black ankle boots (no high-tops, sandals or heels)
- Black or grey plain socks, tights or leggings
- In summer, girls may wear blue school dresses
- No jewellery apart from small, discrete stud earrings and for religious reasons
- Hair should be of a natural colour
- No make-up including nail varnish
- No big bows or cat ear headbands etc.

In addition, all pupils can come in their PE kits on their allocated day:

- Plain black/navy shorts (for indoor PE)
- Plain black/navy jogging bottoms (for outdoor PE)
- Plain black/navy tracksuit top (with or without School badge) – no other logos or coloured design
- Plain white T-shirt (or blue with the school badge, no other logos or coloured design)
- Socks (white, black or grey)
- White, black or blue trainers (not high-tops or boots) at KS2, plimsolls & trainers at KS1

Long hair must be tied back for PE. Please ensure that you remove your child's earrings before they come to school on a PE day. If they are not able to remove the earrings please send your child to school with the earrings taped using surgical tape.

All children have PE twice a week and, where possible, these sessions will take place outdoors. pupils should come to school in their PE kit on their allocated day. The allocated day can be found on the year group page ([Our Learning menu](#))

Please make sure that all items are marked clearly with your child's name.

4.2 Where to purchase uniform

. Purchased through either on line at [Your School Uniform](#) Yourschooluniform.co.uk or [Uniform Direct](#) (shop on [Humberstone Gate](#) or online [uniform-direct.com](#))

5. Expectations for our Academy 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 Helen Nott, Headteacher, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 Helen Nott, Headteacher 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 uniform will be:

- Resolved locally
- Dealt with in accordance with our academy 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 requesting the parent/carer brings in the correct uniform. If this is not followed, the academy will lend the pupil the correct item of clothing to wear for that day.

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.

6. Monitoring arrangements

This policy will be reviewed every three years.

7. Links to other policies

This policy is linked to our:

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