



St Mary Redcliffe
and Temple School

School Uniform Policy

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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 sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all students 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 students
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons
- Allow students to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents/carers to get in touch with Mr Shaw (Deputy Headteacher) shaws@smrt.bristol.sch.uk who can answer questions about the Policy and respond to any requests. We are working towards putting ‘sensory friendly’ options in place

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 must 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 blazer, worn over the jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as jumpers and ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this does not compromise quality and durability
- Avoiding specific requirements for items students 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/house groups
- 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/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and students on any proposed significant changes to the Uniform Policy and carefully considering any complaints about the Policy

4. Our school's uniform and where to purchase it

- The following items of clothing are compulsory and can only be purchased from our official uniform suppliers 'Monkhouse', in store or online www.monkhouse.com
 - School Jumper – 'Redcliffe Red' School Jumper. Sleeved or Sleeveless **Priced from £24.00 - £33.75**. These are also available in our second-hand uniform sales*
 - School ties – with SMRT Logo **Priced at £9.25**
 - School Skirts – Charcoal/Dark Grey in one of the two approved designs (Only compulsory if student chooses to wear a skirt rather than trousers) Priced from £26.00 - £35.25. These are also available in our second-hand uniform sales*
 - School Blazer – with SMRT Logo. Priced from £32.00 - £45.00. These are also available in our second-hand uniform sales*
1. The following items are compulsory and can be purchased from our official uniform suppliers, a dedicated school uniform supplier, or from the school wear range of suppliers who offer a specific school wear range of clothing e.g. ASDA, John Lewis, Marks and Spencer, Sainsbury, Tesco, etc.
 - Charcoal/Dark Grey Trousers (Only compulsory if student chooses to wear trousers rather than a skirt)
 - Plain White Shirt – white, button to neck with collar suitable for wearing with a tie or with a reverse neck and either long or short sleeves
 2. The following items are compulsory and can be purchased from a range of outlets and online
 - Plain Black school-style shoes – no trainers (footwear made by sportswear suppliers are not acceptable)
 - Plain black/dark coloured socks. Tights may be worn but they should be plain and black
 - Coat (Not compulsory but strongly advised)

Piercings/Jewellery/Make-up

3. Students may wear one pair of studded earrings and a wristwatch. No other piercings/jewellery, including facial piercings, are permitted for safety reasons
4. Students may wear nail varnish. False nails/acrylics are not permitted for safety reasons
5. Make-up should be natural and not excessive

Hair Colour/Styles (Under Review 2022/23)

6. Students' hair colour/style should be appropriate for a school environment and not cause offence
7. Any head covering for religious, cultural or practical reasons should be black/dark in colour

Summer Uniform

From the May Day Bank Holiday until the end of Term 6, students may wear 'Summer Uniform'. This means:

- Students are not required to wear a blazer
- Students are not required to wear a tie

PE Kit

8. Compulsory Items:

- Polo shirt with SMRT Logo – must be purchased from Monkhouse priced from £20.25 - £32.00
- Hooped socks – must be purchased from Monkhouse priced from £6.25 - £8.00
- Reversible sports shirt - must be purchased from Monkhouse priced from £21.75 - £32.00
- Black shorts – can be purchased from a range of outlets/online
- Black Rugby shorts (as appropriate) – can be purchased from a range of outlets/online
- Short white sports socks - can be purchased from a range of outlets/online
- Sports trainers (any colour but not Air Force, Converse, Vans or daps) - can be purchased from a range of outlets/online
- Hockey/Rugby/Football boots (as appropriate) – can be purchased from a range of outlets/online
- Sport swimsuit/trunks/shorts (as appropriate) – can be purchased from a range of outlets/online
- Gumshield – can be purchased from a range of outlets/online
- Shin pads – can be purchased from a range of outlets/online

9. Optional items:

- Black tracksuit trousers/plain black sports leggings - can be purchased from a range of outlets/online
- Extra-curricular PE hoodie/GCSE PE hoodie – please see the PE Department for further details.

All prices are correct at time of publication November 2022

5. Second-Hand Uniform

Second-hand uniform sales take place termly in school at Student Reception. These are typically on the final Thursday of each term, but dates are published on the school calendar. These provide the opportunity for parents/carers to purchase second-hand items at a reduced cost.

NB: Please note we cannot guarantee the availability of all items in all sizes.

6. Expectations for school uniform

The school uniform is important as it creates a sense of belonging and purpose. It is also important that we have a uniform so that students feel equal to their peers in terms of appearance and recognise that we value all students alike. Students represent themselves and us outside of the school and are expected to maintain high standards wherever and whenever the uniform is worn, including travelling to and from school.

We expect students to attend school in neat, tidy clothing which is appropriate for the work they will be doing. We specify that clothing should be plain and sensible. We have a number of reasons for adopting our dress code:

- It enables parents/carers to have the opportunity to choose where they buy some of the items of clothing
- It enables students to have some choice about their clothing while, hopefully, not vying with each other to wear the latest fashion.
- It sets SMRT apart as unique and provides a sense of identity

Any student who fails to adhere to this policy may be sanctioned in line with our [Behaviour Policy](#).

6.1 Students

Students 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)

Students are also expected to contact Mr Shaw (Deputy Headteacher) shaws@smrt.bristol.sch.uk if they want to request an amendment to the Uniform Policy in relation to their protected characteristics.

6.2 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

Support

If you are having difficulty purchasing any uniform items, please contact your child(ren)'s Head of House.

Parents/carers are also expected to contact Mr Shaw (Deputy Headteacher) shaws@smrt.bristol.sch.uk 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/carers 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/carers to arrive at a mutually acceptable outcome.

6.3 Staff

Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the Uniform Policy the opportunity to comply but will follow up with the Headteacher if the situation does not improve.

Ongoing breaches of our Uniform Policy will be dealt with by the Head of House in the first instance. In cases where it is suspected that financial hardship has resulted in a student not complying with this Uniform Policy, staff will take a mindful and considerate approach to resolving the situation.

6.4 Governors

The Governing Body 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 students
- Offers a uniform that is appropriate, practical and safe for all students

The Governing Body 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.

7. Monitoring arrangements

This policy will be reviewed at least once every year by the Assistant Headteacher (Community Engagement, Personal Development and Faith) with the School Leadership Team. At every review, it will be approved by Foundation Committee.

8. Links to other policies

This policy is linked to our:

- Behaviour and Good Relationships Policy ([DFEE Normal Template \(smrt.bristol.sch.uk\)](https://www.smrt.bristol.sch.uk/DFEE%20Normal%20Template))
- Equality Policy ([Principles \(smrt.bristol.sch.uk\)](https://www.smrt.bristol.sch.uk/Principles))
- Anti-bullying Policy ([DFEE Normal Template \(smrt.bristol.sch.uk\)](https://www.smrt.bristol.sch.uk/DFEE%20Normal%20Template))
- Complaints Policy ([SMRT Complaints Procedure Nov 2022.pdf](https://www.smrt.bristol.sch.uk/SMRT%20Complaints%20Procedure%20Nov%202022.pdf))