



St Mary Redcliffe
and Temple School

School Uniform Policy

Approved by	Full Governing Body	Date November 2022
Last reviewed	July 2026	
Next review due	July 2027	

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 are as equal as possible 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 can be made on request and 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 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 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

- Full details of our uniform, their up-to-date costs and retailers can be found on our website.

Piercings/Jewellery/Make-up

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

Hair Colour/Styles

- Students' hair colour/style should be appropriate for a school environment and not cause offence.
- Any head covering for religious, cultural or practical reasons should be plain 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 or jumper.
- Students are required to wear a tie and all other items as normal.

PE Kit

All of our PE kit and up to date prices and links to retailers can be found on our website.

5. Second-Hand Uniform

Second-hand uniform sales take place termly in School. 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 identity. 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 and Good Relationships Policy](#).

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 may request an amendment to the Uniform Policy in relation to their protected characteristics, and this will be considered on a case-by-case basis.

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

Parents/carers having difficulty purchasing any uniform items, should contact their child(ren)'s Head of Year.

Should parents or carers wish to complain or dispute the cost of the school uniform, this will be:

- Resolved locally.
- Dealt with in accordance with our school's complaints policy.

School will work closely with parents/carers to arrive at a mutually acceptable outcome.

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 Year 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.

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, Disadvantage, and Faith) with the School Leadership Team.

8. Links to other Policies

This Policy is linked to our:

- Behaviour and Good Relationships Policy
- Equality Policy
- Anti-bullying Policy
- Complaints Policy

This [link](#) will take you to the policy page on the school website.

9. Equality Impact Assessment

This policy has been assessed for its impact on equality and does not unlawfully discriminate against individuals or groups on the basis of any protected characteristic as defined by the Equality Act 2010.

In developing and implementing this policy, the school has given due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The school is committed to ensuring that this policy is applied fairly and consistently to all members of the school community, taking account of individual needs and circumstances where appropriate.

The Governing Board and Headteacher will monitor the implementation and impact of this policy to ensure it remains compliant with equality legislation and supports the school's commitment to inclusion, diversity, and equal opportunity.