

Rainham Mark Grammar 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 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 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 the pastoral team who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

We have made most items generic and easy to buy from a range of providers. Uniform should be affordable and easy to obtain and replace.

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' / carers' 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 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/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 minimising the financial impact on parents / carers of any changes
- Consulting with parent / carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

4. Expectations for school uniform

Please wear your uniform neatly: shirts tucked in and top button done up. Uniform should be clean and tidy.

4.1 Our school's uniform for Years 7-11

- Black blazer with school badge and tutor group flash (flash is provided by the school)
- Black trousers (not skinny fit), white shirt (not polo shirt) with official clip-on tie/colours tie or white reverse collar blouse

OR

- Mid/dark grey pleated skirt with white reverse collar blouse or white shirt and tie
- Black, white or dark grey socks with trousers; black, white or dark grey ankle or knee-high socks or plain black opaque tights with a skirt

- Black leather/leather-look shoes. No boots, sandals, trainers (including leather/leather-look e.g. Air Force 1) or plimsolls.
- Lanyard in the correct colour for Year Group.
- Optional RMGS V-necked jumper (grey for Years 7-9, black for Years 10 and 11). No sweatshirts, designer label pullovers, or hoodies. Jumpers must not be worn in place of a blazer

School-branded or non-branded items

Branded items

- School badge for blazer
- School tie (if not wearing a reverse neck blouse)
- Red T-shirt with RMGS logo
- Red ¼ zip sweatshirt with RMGS logo or red hoodie with RMGS logo

Optional branded items

- Optional V-necked jumper with red stripe (grey for Y7-9; black for Y10-11). Jumpers must not be worn in place of a blazer.

PE Kit – all students will need the following:

- Red T-shirt with RMGS logo
- Red ¼ zip jumper with RMGS logo or red hoodie with RMGS logo
- Plain black shorts (mid-thigh or longer, but no cycling shorts)/leggings/tracksuit bottoms/skort
- White short socks
- Plain black football socks
- Shin pads
- Trainers (non-marking soles)
- PE bag

Optional PE items

- Plain black thermal base layer
- Shin pads & football boots (purchase these as advised by PE staff)
- A towel
- Please provide white plimsolls for gym/dance if your child has a foot infection (not trainers), otherwise bare feet

Please mark everything with name labels.

Subject-specific items

- Calico apron – for craft

Expectations for PE kit

- Clean

- Clearly labelled with the child's name
- In good condition
- Stored in a sensible bag

Accessories and appearance

The following are permitted:

- One small ear stud in each ear (no rings, hoops or spacers)
- One small nose stud (no rings, hoops, circular barbells, nose bones, captive bead rings)
- A watch (smart watches must be removed in examinations)
- Religious headwear in keeping with school colours
- Religious or cultural jewellery (as agreed with the school)
- Hair worn appropriately for school activities
- Natural nails of an appropriate length for school activities (no acrylics/fakes/gels)
- Natural-looking eyelashes
- Discreet make-up

Items of jewellery must be removed for PE.

Outer garments

- Coats can be any colour
- Beanies, scarves and gloves may be worn around the school, but not indoors
- Cardigans are not school uniform
- Hooded sweatshirts ("hoodies") are not an acceptable alternative to either pullovers or outer garments in place of a coat
- School bags need to be large enough to carry a number of A4 size folders and textbooks
No handbags and should not be a drawstring bag unless used for PE kit

4.2 Where to purchase it

Parents and carers can obtain most of our uniform from high-street retailers. The few branded items we request can be purchased from *School Time* in Chatham or *Tower Sports* in Rainham.

Second-hand uniform

The school runs a secondhand uniform exchange.

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)

Pupils are also expected to contact their Head of Year 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 the relevant pastoral support assistant 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 the relevant Head of Year and then the Deputy Headteacher.

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. PPG students are given assistance with purchasing uniform.

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/carers 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 by the Deputy Headteacher. At every review, it will be approved by the governing body.

7. Links to other policies

This policy is linked to our:

- Anti-bullying and Behaviour policy
- Equality duty plan
- Complaints policy

8. Sixth Form Dress Code

Sixth Formers in a school which they share with other younger students are in an unusual position. They have privileges and freedoms that are not granted to those in Year 7 – 11. Staff have different views on how students should look in the Sixth Form, but none of us wants to waste time on disputes over clothes, jewellery or hair. Very importantly we have a high local reputation which is precious; outsiders do make judgements on how our students look, whether we like it or not.

Whilst we do not have a uniform or insist on smart office-wear, there are limits on how casually students are permitted to dress. Through discussion with our sixth form students, we have

established a general rule that acceptable clothing will always cover the shaded area in the image below. Additionally, we have also agreed the following specific restrictions.

The following items are not acceptable:

- Jogging bottoms or sports shorts (unless taking part in a school sporting activity)
- Strapless tops, or tops with spaghetti straps
- Skirts, dresses etc. that are shorter than mid-thigh
- Cropped/micro shorts
- Cropped tops exposing midriff/T Shirts tied up to reveal midriff
- Baseball caps or fashion headwear worn inside
- Clothing with inappropriate or offensive slogans/logos/ images

Permitted items

- Hoodies or coats with hoods are fine, but hoods must be down unless up due to inclement weather.

- Sensible jewellery. (but **no** hoops must not be worn in ears or face).
- A nose piercing is permitted, but must be a stud.
- Jewellery of religious significance is permitted, but as with all jewellery, must be removed if it is deemed a health and safety risk in certain circumstances.
- Headwear of cultural or religious significance.

The overwhelming majority of our students have no difficulty in following the dress code. In cases of dispute about what is acceptable, the Head of Sixth Form will be the final arbiter. Please note that there will be approximately six “dress smartly days” across the year when you will have to come to school dressed in smart office wear.