

## Uniform Policy



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## **Introduction:**

Uniform standards are high at The MFG and our uniform code is inclusive, de-gendered and smart.

Parents are expected to ensure that students arrive at school in correct uniform and that on the rare occasion where for medical reasons uniform cannot be adhered to, then a note is provided clearly explains any temporary change from this code.

Parents choose our school because of its high standards so we make no excuses in enforcing this code to uphold the values we share with our parents and students in this area.

We have a strict uniform policy for the simple reason that it enables every child to attend school in an equal and fair way. By maintaining this expectation we ensure that appearance does not advantage or disadvantage any child based on fashion choice, socio-economic wealth or body shape/ size.

We strongly believe that this basic equality is a fundamental right of children in education and that this is vital to a caring and safe learning environment.

### **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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 a way that is appropriate for school and makes them feel most comfortable

Allow students to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment

Allow students to wear headscarves and/or other religious garments

Allow students with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs

Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents to get in touch via [contactus@themfg.co.uk](mailto:contactus@themfg.co.uk). This will be passed onto The Deputy Principal for Character who can answer questions about the policy and respond to any requests. These 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.

The school believes that our uniform policy and suppliers should offer value for money and that the cost of uniform should never be a barrier to a child attending the school. Therefore, the school will ensure the following:

- We have more than one supplier to provide both competitive pricing and convenience.
- Uniform costs and durability are balanced to ensure good value for money.
- The school has a system for collecting and storing donated uniform that is previously worn but in good condition that can be accessed by families who need this, free of charge.
- The school will help families with financial assistance, where appropriate and as needed, when cost is a barrier to their child attending school and meeting our uniform expectations. This can be discussed and agreed on a case by case basis.
- The basic school uniform only has very minimal branding and colour ranges to ensure that suitable alternatives can be found in high street stores whilst still meeting our codes.
- One uniform is suitable for the whole year and no summer/ winter uniform is required.
- Coats should be waterproof- no tracksuit tops with hoods.
- No specific requirements for colour/ style of coats or bags other than they are suitable for school and the carrying of books/ kit.

PE kit options are available where branded kit is not affordable.

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 by only asking that the blazer features the school logo and school tie features the school logo

Limiting items with distinctive characteristics to low-cost and/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
- 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 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 school uniform**

### **4.1 Our school's uniform**

We believe that high standards of dress are important for students as individuals and the Academy as a whole. Our uniform has been chosen because it represents the clearly identifiable standard for The MFG. It is straightforward and smart. It is compulsory for all students, and parents are asked to support the staff in monitoring their child's dress. The wearing of items of clothing relating to religious beliefs is acceptable, so long as they are in Academy colours.

- Academy blazer with badge (Students in the 'wrong' colour blazer or with an unofficial badge, will be asked to purchase a new one from our school suppliers)
- Academy tie (available from our suppliers or school)
- Plain white blouse/shirt with a conventional collar Top buttons are to be done up at all times and ties should not be shortened.
- Mid-grey tailored trousers, not black or tight fitting
- Footwear – shoes (not trainers) should be plain black and either flat soles or with a conventional low heel (5cm max).
- Grey, V-neck, knitted jumper (optional for winter)
- Socks should be white, black or grey.
- A sensible and appropriate outdoor coat (ideally waterproof) may be worn to and from school
- A wrist watch may be worn. (Watches cannot be worn in exams or assessments)
- Jewellery –limited to one pair of small stud earrings will be allowed
- Hair ornaments should be plain and in Academy colours (ie claret, white, black or grey)
- Hair colour and style must be appropriate for school. Hair should be no shorter than 6mm (No.2) and natural in colour and style
- Students who wish to wear a headscarf may do so, provided that the fabric is plain, lightweight and dark grey, grey or black.

### **PE Kit**

To maintain consistency with school uniform and adhere to our health and safety guidelines, we continue to ask students to wear school PE kit so they are appropriately attired in line with National Governing Body regulations to ensure they are as safe as possible.

As stated in the student planner the PE kit is as follows:

	Boys	Girls
Indoor	White polo shirt with Academy badge or plain white t-shirt Black Shorts Trainers ( <b>No pumps</b> ) Black football socks	White polo shirt with Academy badge or plain white t-shirt Black Shorts Trainers ( <b>No pumps</b> ) Black football socks
Outdoor	Grey fleece with Academy badge or plain grey fleece Black shorts <b>Plain black</b> track pants Football boots and trainers ( <b>No pumps</b> ) Black football socks	Grey fleece with Academy badge or plain grey fleece Black shorts <b>Plain black</b> track pants or sports leggings Trainers ( <b>No pumps</b> ) Black football socks

Shinpads are compulsory for hockey and football

Gumshields are highly recommended for team rugby and hockey players

When students are participating in after school clubs they may wear any of **The MFG PE kit** they wish, **provided it is suitable to the activity they are taking part in.**

Students will be expected to bring their PE kit when excused from participating. They will then be appropriately attired to take on a leadership role.

#### Design Technology

To maintain consistency with school uniform and adhere to our health and safety guidelines, we continue to ask students to wear an apron so they are appropriately attired in line with National Governing Body regulations to ensure they are as safe as possible during DT lessons. Students are expected to bring their own clean apron for DT food lessons.

#### • STRICTLY NOT PERMITTED

- No trainers, boots, pumps, casual pump style shoes, Crocs, high heeled shoes, this includes black trainers or any shoe the school judges to be a trainer, backless shoes, and leisure or leisure-looking shoes are not acceptable (we withhold the right to make this judgment and advice/ descriptions of appropriate school shoes from shoe retailers will not be accepted).
- No hoodies, sweatshirts or non-school jumpers are to be worn at any time.
- No leggings.
- No skinny Jeans, denim trousers, chinos or non- school trousers.
- No baseball caps/ hats
- No rings/ chains/ hoop earrings/ nose studs/ facial piercings.
- No painted nails, false/acrylic nails.

- No false eyelashes.
- Any items of clothing which contains language, emblems, images or logos that the school deems inappropriate or offensive towards our character values are not permitted.

The school will not be responsible for the loss/ damage and incurred costs of any prohibited or sanctioned items this includes jewellery, watches, wallets, mobile phones, electronic devices and designer items such as coats or bags. We do not recommend such items are brought into school and are only done so at the students own risk.

#### **4.2 Where to purchase it**

The following are our registered suppliers where parents and carers can obtain branded items e.g Academy blazer, Academy tie and Academy branded PE kits.

Rawcliffes in Dewsbury <https://smartschoolwearcentre.co.uk/mirfield-free-grammar/>

Smart Uniforms in Batley <https://smartuniforms.co.uk/product-category/schools-2/batley-dewsbury/secondary-schools-5/the-mirfield-free-grammar-and-sixth-form-2/>

Other non branded items uniform can be bought from 'high street' retailers.

The Mirfield Free Grammar engage with the National Uniform exchange programme. Branded second hand items can be found at the local Salvation Charity shop

### **5. Expectations for our school community**

#### **5.1 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 their Year Leader 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 [contactus@themfg.co.uk](mailto:contactus@themfg.co.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 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.

The MFG reserve the right to discipline students for breaching the school's rules on appearance or uniform. This will be carried out in accordance with the school's published behaviour policy. The MFG deal with student non-compliance in a proportionate and fair way

If there is a medical reason why school shoes cannot be worn then a doctor's note must be brought to school by the student and the issue resolved as soon as possible. The school will consider financial support when the cost of shoes/ uniform is prohibitive to students.

If a student is wearing non-uniform items, the following will happen:

- The student will borrow a clean uniform item from our uniform store to rectify the non-compliance of uniform policy.
- If a student refuses this option they will continue learning in isolation, including breaks and lunch until a parent can bring in correct uniform items.
- If we cannot contact parents, the student will continue to be isolated until the issue is resolved.
- We always try to work closely with parents to resolve issues in partnership. However, if a student persistently breaks uniform code then repeated issues can result in sanction and/ or exclusion from school.

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.

### **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 and pupils

Offers a uniform that is appropriate, practical and safe for all students

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 annually by the Deputy Principal responsible for Character. At every review, it will be approved by Local Governing Board.

## **7. Links to other policies**

This policy is linked to our:

Morality -Behaviour for learning policy: [https://www.themfg.co.uk/docs/Policies\\_-\\_Published/Morality\\_Behaviour\\_for\\_Learning\\_Policy\\_2023-24.pdf](https://www.themfg.co.uk/docs/Policies_-_Published/Morality_Behaviour_for_Learning_Policy_2023-24.pdf)

Equality information and objectives statement: [https://www.themfg.co.uk/docs/Policies\\_-\\_Published/Equality\\_Diversity\\_Policy\\_including\\_Accessibility\\_Plan\\_Autumn\\_2020.pdf](https://www.themfg.co.uk/docs/Policies_-_Published/Equality_Diversity_Policy_including_Accessibility_Plan_Autumn_2020.pdf)

Anti-bullying policy: TBC

Complaints policy: [https://www.themfg.co.uk/docs/Policies\\_-\\_Published/Complaints\\_Policy\\_Updated\\_Sept\\_23.pdf](https://www.themfg.co.uk/docs/Policies_-_Published/Complaints_Policy_Updated_Sept_23.pdf)