



Uniform Standards

Meden School



Approved by: TILT

Date:

Last reviewed on:

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Introduction

Our mission is to create transformational schools that belong to their communities and where all pupils and staff achieve more than they thought possible. Our uniform expectations directly match to this; we have incredibly ambitious standards. The uniform is designed to be a visual representation of the school culture, it effectively supports a safe and purposeful climate for learning. Our expectation is that all children and young people will adhere to our high standards of uniform at all times. Our schools will always present uniform policy as not being gender specific.

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1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is at a 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 in relation to a Health and Safety requirement)

- 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 Student Services, who can answer questions about the policy and respond to any requests.

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, this is demonstrated in the costing grid Appendix 1
- 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 the number of items with distinctive characteristics where possible.
 - Meden School Blazer
 - Meden School Tie
 - Meden School PE top
- We limit items with distinctive characteristics to low-cost or long-lasting items, our ties are an example of this.
- 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 leveler
- Avoiding different uniform requirements for different year 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 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
- Parents experiencing financial hardship should contact Student Services on 01623843517 who will be able to discuss the options that could be available

4. Expectations for school uniform

Trust Uniform and dress code principles

The Trust requires all students to always wear the correct uniform (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)

School staff are expected to ensure that the exacting standards of uniform are always maintained.

4.1 Secondary School

We regard the uniform as a practical, distinguishing feature that helps pupils to feel part of the school and gives a formal appearance. It is the expectation of the Trust that all pupils wear the uniform based on the principles set out below. Pupils are expected to contact Student Services if they want to request an amendment to the uniform policy in relation to their protected characteristics.

The Trust requires all pupils to always wear the correct uniform as a minimum this is (other than specified non-school uniform days):

- Blazer with school badge
- School tie (correctly worn)
- Black skirt (Knee length) straight or pleated not tight-fitting stretchy tube skirts
- Black trousers these should be properly tailored cloth trousers, no leggings, jeggings, jeans, tracksuit, or cropped trousers
- Black shoes (heels must not be over 2 inches in height) no trainers allowed.
- A white shirt with collar (not a polo shirt)
- A black V-necked jumper (optional)

In addition to the above guidelines the following principles should also be adhered to.

- Pupils should change into the schools designated PE kit when undertaking PE lessons. Trainers only need to be brought into school for use in PE or for Sports activities
- Pupils should not wear jewellery except for a watch and one small stud or sleeper per ear (no other body studs to be worn) no facial piercings
- Hairstyles should be neat and presentable – natural hair colours only
- Hats must not be worn in and around the school buildings
- No denim should be worn in school
- Shirts must be always tucked in
- Pupils must always wear the designated lanyard for their year group. This is supplied by school.
- Pupils must bring a bag to school to carry their equipment
- Make-up should be minimal and natural; staff have the right to challenge inappropriate or overtly obvious make up applications. Make-up includes nails (colour and length), eyelashes, eyebrows, and foundation – this list is not exhaustive.

4.2 Post-16

As senior members of the student body, post-16 students are not expected to wear a uniform. As a rule, however, the Trust suggests students should be dressed in a manner that is not overly casual or revealing.

4.3 Our school's uniform – The Specifics

- The Meden School Blazer and Tie are compulsory and must be worn at all times unless permission is given to remove them by a member of staff. Students must always wear the designated lanyard for their year group. This is provided by Meden School. Students must wear the Meden School PE polo top in PE lessons.



- Students must wear a white shirt, black trousers, or skirt. These are not branded and can be purchased from any high street retailer but must match the pictures with a tick.

✓ Acceptable Examples of Trousers



Slim Leg



Straight Leg



Boot Leg

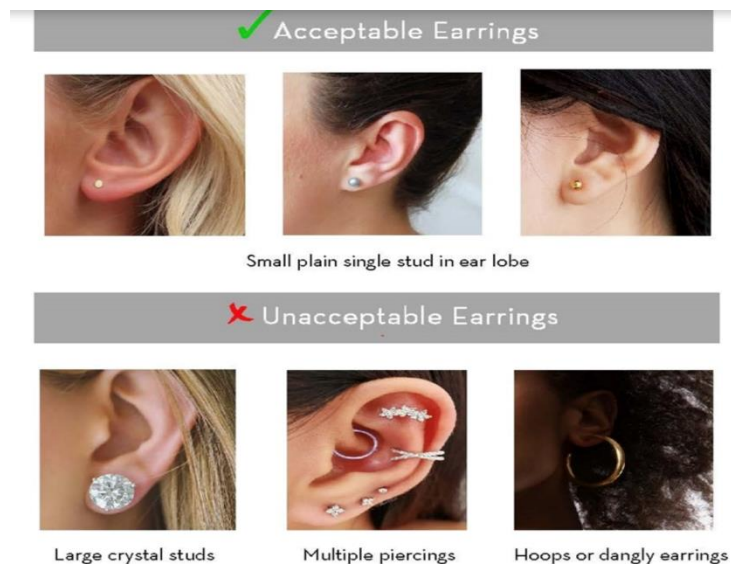
Examples of **correct** skirt length



Examples of **incorrect** skirt length



- During PE lessons students must wear the Meden PE top (as pictured above) and navy/black PE shorts (not cycling shorts or hotpants) or navy/black jogging bottoms (not leggings.) Students should also wear trainers or football boots if appropriate. Students can also wear the branded Meden School fleece, which is optional.
- Students can wear one small stud, or sleeper per ear, as pictured below. No facial piercings, including nose stud/rings are allowed.



- Long hair should also be tied back in PE and DT lessons as directed by a member of staff.

- Students must wear black leather shoes, no boots, or high heels. Students must bring a suitable school bag. Students can wear a coat that is plain and dark coloured. A discreet logo is allowed. Hoodies are not allowed and will be confiscated.

✓ Acceptable Examples of Shoes



Black formal loafer



Black lace up derby shoe



Mary Jane shoe



Black leather loafer



Black leather brogue



Mendip craft shoe



✗ Unacceptable Examples of Footwear



Black bubble trainer



Black canvas lace up



Black leather trainer



4.4 Where to purchase it

- Meden School branded items, which are the blazer, tie and PE top can be purchased online from the web address below.

<https://just-schoolwear.co.uk/product-category/meden-school/>

- All other uniform items can be purchased from high street retailers but must match the descriptions given above.

5. Expectations for our school community

5.1 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 Student Services if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics

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.

6. Staff

Staff will closely monitor pupils to make sure they are in correct uniform. If a pupil arrives in the wrong uniform schools will work with the pupil and the family to resolve these issues immediately. This may include isolating the pupil until the uniform issues have been resolved. Non-compliance will result in an escalation of sanctions.

Breaches of our uniform policy which includes shirts being untucked will be sanctioned by using the Meden School Expectations Card.

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. It is expected that schools will hold a stock of uniform.

7. 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 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.

8. Links to other policies

This policy is linked to our:

- Behaviour policy
- Safeguarding policy
- Educational Trips and Visits
- Anti-bullying policy
- Complaints policy

Appendix 1: Average cost of uniform per pupil

UNIFORM ITEM	BRANDED?	COST PER ITEM (£)	NUMBER OF ITEMS PER PUPIL	TOTAL COST (£)
Skirt	No	13.00(pack of two)	4	26.00
Shirt	No	6.50x2(pack of three)	6	19.50
Trousers	No	8.00(pack of two)	4	16.00
Tie	Yes	6.95	1	6.95
Blazer	Yes	38.50	1	38.50
PE Top	Yes	16.95	1	16.94
Shorts	No	8.50	1	8.50
Jogging bottoms	No	16.50	1	16.50
Shoes	No	27.99	1	27.99
Bag	No	14.99	1	14.99

Total cost for girls and boys – even though the policy doesn't list items by sex, we have still considered the different cost implications for pupils based on sex. Prices vary according to size. Costings given are for the biggest size and therefore the most expensive price. Additional costs due to religious beliefs has also been considered.

TOTAL COST (GIRLS)	£172.37
TOTAL COST (BOYS)	£149.88
ADDITIONAL COSTS (DUE TO RELIGIOUS BELIEFS)	