

Uniform Policy

Contents Page

1.0	Policy Statement	3
2.0	Aims	3
3.0	The schools legal duties under the Equality Act 2010.....	3
4.0	Limiting the cost of school uniform	3
5.0	Expectations for our school community.....	4
6.0	Monitoring arrangements.....	5
7.0	Links to other policies	5

1.0 Policy Statement

- 1.1 We are an ambitious and inclusive Trust of schools, strengthening our communities through excellent education. We are committed to providing excellent education for every child, every day, and aim to strengthen and work with our communities to continue to improve accessibility in our schools.

2.0 Aims

- 2.1 This policy 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

3.0 The schools legal duties under the Equality Act 2010

- 3.1 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 a 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 your child's HOY, who can answer questions about the policy and respond to any requests

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4.0 Limiting the cost of school uniform

- 4.1 At Marine Academy Plymouth, we understand the challenges families face when managing the cost of school uniforms. We are committed to creating a uniform policy that is fair, affordable, and considerate of the socio-economic diversity of our community, while ensuring all our students look smart and presentable. We also recognize that some families may face financial difficulties. To ensure no child is disadvantaged, we are committed to providing support and assistance to those who need it.

Our goal is to establish a uniform policy that is practical, inclusive, and reflective of our community's needs while fostering a positive and equitable environment where all students take pride in their appearance.

- 4.2 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' ability to 'shop around' for a low price.

We will make sure our uniform:
Uniform Policy – June 2025

- 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
- 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 leveler
- 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 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

5.0 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 HOY 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 their HOY 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.

Ongoing breaches of our uniform policy will be dealt with by the Safe, Scholarly and Respectful Policy. 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.

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
- considers 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.

6.0 Monitoring arrangements

6.1 This policy will be reviewed termly by Jemma Uren (Senior Vice Principal). At every review, it will be approved by the full governing board.

7.0 Links to other policies

7.1 This policy is linked to our:

- Behaviour Policy
- Equality information and objectives statement
- Anti-bullying Policy
- Complaints Policy

See Below for specific Marine Academy Plymouth uniform requirements:

Marine Academy Plymouth Uniform

Students are expected to wear their full uniform, with pride. This includes on the way to school and on the way home.

Uniform Guidelines

All students must be in the correct uniform. Passes are only issued for medical reasons or exceptional circumstances. If students do not have complete school uniform they may be asked to borrow an item from school and will be expected to wear the replacement item, returning it at the end of the school day. They will also be issued with a same day after school detention. Failure to do so will be followed up via the Rewards and Behaviour policy.



Marine Academy Blazer



White Collar shirt



This must not be fitted, and must have a collar button and be long enough to be worn tucked in at all times. No logos, designs or patterns are permitted.

Formal Charcoal Grey Trousers



Trousers must be formal regular cut and charcoal grey in colour. Trousers not in the correct colour or shade that have designs or logos or are tight in fit are not permitted. Trousers made of linen, canvas, cotton, chino or jeans material are not permitted.

Leggings are not permitted.

Formal Charcoal Grey Knee Length Pleated Skirt



Skirts must be the correct colour and pleated in style. The skirt must be knee length. Skirts not in the correct shade/colour, which are too tight or too short are not permitted. Skirts made from stretchy tight material are not acceptable.

Charcoal grey formal shorts (optional)



These are an optional item that can be worn in the Summer Term (after Easter). The shorts must be formal charcoal grey in colour and knee length. Tight fitting shorts are not permitted. The use of any other type of shorts or the wearing of shorts at other times of the year is not permitted.

Plain black formal shoes – leather or faux leather



Footwear must be polishable shoe design only, with slip on, velcro or lace fastenings and a flat heel. Boots and sandals are not permitted. The footwear must be black throughout including sole, uppers, stitching and piping. No logos, buckles or designs are permitted. Kickers shoes are allowed however Kickers leather style trainers are not permitted.

Trainers or canvas style shoes are not permitted

Plain socks/tights

These must be completely black, white or grey throughout, with no decorative features, designs or logos. Footwear or socks that do not meet the above requirements risk refusal by the Academy. Leggings or footless tights are not permitted as a substitute for tights under any circumstances.

Official Marine Academy Plymouth tie

Students will have a **year group tie** this must be worn so the starfish logo is visible beneath the knot. These are only available from reception. Unauthorised ties are not permitted.

Other Academy Uniform

A black belt can be worn however this can have no decoration and should be a plain, appropriate size. School bags must be professional and able to fit an A4 book/folder. Handbags are not permitted.

Sport and Activities Uniform

COMPULSORY KIT

- ✓ Academy polo shirt
- ✓ Academy ¾ zip top or PE hoody
- ✓ Non-marking sports trainers (not fashion shoes)
- ✓ Spare pair of **black/navy/white** sports socks
- ✓ Hair band (hair that is shoulder length or longer **must** be tied back for Health and Safety reasons).
- ✓ Plain navy/black shorts or tracksuit trousers

Nike pro shorts or similar are not permitted (see image)



ADDITIONAL OUTDOOR KIT

- ✓ Plain **black/navy** sports leggings for girls (**must not** be tights)
- ✓ **Navy/black** football socks
- ✓ Plain **black/navy** thermal base layer
- ✓ Gum shield (essential for rugby)
- ✓ Shin pads for football
- ✓ **Football boots (round studs) (essential for football and rugby)** We recommend round moulded football studs because metal studs, moulded blades and trainers are not allowed on the astro turf. Boots with round moulded studs can be used on the astro turf and the field.



All PE Kit items must be clearly marked with the student's name. We accept no responsibility for valuables, even if they were handed in for safe keeping at the beginning of the lesson.

Jewellery and Appearance

Our school is a relatively formal environment. Therefore, we believe that it is appropriate to apply traditional values which will ensure all students look smart. We feel this will prepare students for working environments where similar approaches are likely to be adopted. We expect that all students will respect, as well as abide by this policy and appreciate parents support in upholding it.

Jewellery: Necklaces, bracelets and rings are not allowed for Health and Safety reasons. This includes charity bands as they are not part of the school uniform. However, students are encouraged to wear their school approved badges with pride.

Piercings: Students can wear more than one stud piercing in each ear, but must be able to remove these on request for any practical subject. However, for health and safety reasons, hoop earrings are not permitted. Any hoop earrings will be confiscated if seen. Additionally, students are permitted to wear a clear nose stud, any nose stud

that is not clear will be confiscated and the student will be in compass. No other piercings to the face or tongue are permitted. Students will be asked to remove these if seen.

Make-up and eyebrows: Make-up is discouraged. If worn, make-up must be hardly noticeable, natural and very subtle. Eyebrows should have a natural shape, size and colour. We will now allow students to wear one set of natural eyelashes. The academy reserves the right to make the final decision regarding what is deemed appropriate, so we ask for your cooperation in ensuring that these are subtle, are not long in length, and, are in line with our standards.

Body Art: Tattoos, even if only temporary, henna decorations and other body art are not permitted.

Hair: Cuts, styles and accessories should be suitable for our business-like school environment and not deemed extreme. Hair colouring, if at all used, must be a natural hair shade. Long hair should be tied up in some subject areas, including DT, Science and PE, for Health & Safety reasons. Any hair accessories must be plain black or blue.

Nails: The wearing of false nails, 'gel nails', acrylic or similar is not allowed. Nail varnish, if worn, must be clear.

Please note that the Academy reserves the right to make the final decision as to the appropriateness of dress, jewellery, piercings, makeup and hairstyle. Religious observance is a valid exception and the list above is not exhaustive. If you are in any doubt, please ensure that you seek advice from the Academy.

Students wearing any accessories or jewellery which do not follow the school uniform policy can expect to have these items confiscated. Any confiscated item will be logged and be available for collection at the end of the school day. If items are confiscated more than once during a term, a parent/carer will be asked to collect the confiscated item. If a student refuses to hand over an item, this will be treated as defiance in line with the academy Safe, Scholarly and Respectful policy. Where items are not collected the school will dispose of them at the end of each term.

Equipment

Students must come to school with a sturdy bag. The bag must be of a suitable size to hold their school books, scholars workbook and guidebook, pencil case and equipment. The dimensions of the bag should comfortably contain all of these items plus any other equipment and A4 size documents.

The following equipment is required, and must be brought in to school each day in a 30cm clear plastic pencil case which is big enough to fit all the items listed below:

- 2 x Pen (black only)
- 2 x Pencil
- 2 x Green pen
- 30cm Ruler
- Rubber
- Scientific calculator – Aurora tru-view AX595TV (available to purchase from school)
- Reading book (year 7-9)
- Scholars workbook and guidebook
- Highlighters (yellow only)
- Protractor
- Glue Stick
- Text Tracker

- If you need the following equipment in lessons it will be provided:
- Scissors
- Sharpener
- Compass

Some helpful uniform links:

Boys Trousers

https://www.marksandspencer.com/boys-regular-leg-trousers/p/clp60099884?image=SD_04_T76_4623_Y0_X_EC_90&color=BLACK&prevPage=srp

<https://www.next.co.uk/style/st179631/188741#188741>

Girls skirts

<https://directschoolwear.co.uk/girls-school-uniform/school-skirts/new-style-straight-school-skirt-luton.html>

<https://direct.asda.com/george/school/girls-school-skirts/girls-grey-permanent-pleats-school-skirt-2-pack/GEM898182,default,pd.html?cgid=D10M2G1C10>

<https://www.argos.co.uk/product/tuc135191941?clickPR=plp:7:14>

Girls Trousers

<https://tuclothing.sainsburys.co.uk/p/Grey-Stretch-School-Trousers-%283-16-Years%29/135185014-Grey?searchTerm=:newArrivals&searchProduct>

Shoes

Polishable, sensible, flat black school shoes (leather or patent shoes only and not leather trainers e.g. Converse/Vans) no boots, canvas shoes, trainers.

Please note Converse shoes or similar in leather are not acceptable.

Small logo such as Kickers and Dr Martins are allowed (no yellow stitching).



<https://www.shoezone.com/Products/Lilley-Girls-Black-Patent-Loafer-Shoe-with-Tassel-20446>

<https://www.clarks.co.uk/c/Scala-Lace-Youth/p/26142825>

<https://www.clarks.co.uk/c/Scala-Bright-Youth/p/26142828>

<https://www.shoezone.com/Products/Buckle-My-Shoe-Girls-Black-Leather-Brogue-Shoe-20440>

<https://www.shoezone.com/Products/Kickers-Fragma-Boys-Leather-Black-Shoe-20389>

<https://www.next.co.uk/style/st378329/318608#318608>

<https://direct.asda.com/george/men/shoes/black-leather-lace-up-oxford-shoes/GEM760902,default,pd.html?cgid=D2M1G10C13>

Mobile Phones and Smart Watches

In line with our **no mobile phone policy**, mobile phones and smart watches of any kind are **not permitted** on school premises.

- **Years 7 to 9** are expected to hand in their phones at the start of the school day.
- Students who refuse to hand in their phones will be subject to a search of their **bag and blazer**.
- **Years 10 and 11** will have their phones **confiscated immediately** if seen on site.

We appreciate your support in ensuring a focused and distraction-free learning environment.