



# MARITIME ACADEMY

## SCHOOL UNIFORM POLICY

2022-2027

**Maritime Academy**

Part of the Thinking Schools Academy Trust

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THINKING SCHOOLS  
ACADEMY TRUST

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STRENGTH - PRIDE - UNITY



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## 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

## Our uniform and our values

School uniform plays a valuable role in contributing to the aims and values of the school and sets an appropriate tone. Personal presentation is important in the world of work and we want to make sure that every student develops a sense of pride in how they look. Students are ambassadors for Maritime Academy, and their behaviour when in uniform, including going to and from school, reflects on the school.

At Maritime, we believe the school uniform achieves three important goals:

- It encourages a sense of community, identity and pride. By wearing the same badge and the same clothing, pupils are encouraged to think of the needs of the community as well as their own individual needs.
- It encourages our pupils to develop habits for life. By learning to polish their shoes, fold trousers or hang up their blazers, pupils learn the habits of discipline and personal responsibility that will stay with them for life.
- It prevents unkindness or bullying whilst keeping costs down. By requiring all our pupils to wear the same low-cost uniform, we reduce the incentive for pupils to ask parents for the latest (and most expensive) items of fashion. As a result, costs are kept as low as possible and no child can be seen to be poorer or wealthier than any other.

However, for our uniform policy to be successful, it must be implemented universally and without exception.

Our parents understand this and so support us at home to uphold the Academy's high standards.

We understand that, for some families, finances are tight. We believe that, by doing all we can to keep items of fashion out of school, we help families to keep costs down. Nevertheless, if you are experiencing financial difficulties that are prohibiting you from purchasing the full school uniform, or you are unsure about an item of clothing, please do not hesitate to contact the school with your enquiry, which will be treated with the strictest confidence.



## Expectations for school uniform

### Our school's uniform

At Maritime, we only allow skirts, trousers, jumpers, blazers and ties that are purchased through our supplier. This is a way in which we ensure that each of our pupils looks as smart and as professional as another.

Our supplier also offers shirts, a coat and scarf, as well as other items, but it is not compulsory for parents to purchase these items through our supplier.

Please note that some items are compulsory, whereas others are items available from our supplier, but are optional and can be purchased elsewhere. Items marked with an asterisk (\*) can only be bought via our uniform supplier

Compulsory items	Optional items
<ul style="list-style-type: none"><li>• Maritime blazer with the school badge *</li><li>• Maritime tie *+</li><li>• Maritime school jumper *</li><li>• Maritime trousers or navy pleated skirt with blue piping *+</li></ul>	<ul style="list-style-type: none"><li>• Navy gloves, hats and scarves</li><li>• Navy socks (ankle or knee length only) and tights</li><li>• Plain dark school bag or portfolio bag</li><li>• Navy jacket/coat (this should fit into the school bag during the school day)</li><li>• White short/long sleeved shirts (stiff collar and button up to the neck)</li><li>• White plain base layer/undergarments - these should not be visible through the school shirt</li></ul>

### Our PE kit

- Maritime unisex PE polo shirt \*
- Maritime reversible rugby shirt \*
- Maritime PE shorts \*
- Maritime Skort (optional purchase, however it must come from our suppliers) \*
- Navy games socks \*
- Plain black or navy trainers
- Pupils may wear a plain navy-blue base layer under their polo shirt for winter

+ Trousers must be long enough to touch the shoe when a pupil is standing.

+ Skirts should be knee length.



+ Ties should be tied in a traditional Half-Windsor knot with the wider blade at the front and be a length that meets the waistband of the trousers or skirt.

Any pupil not in possession of one of the items of compulsory uniform will be placed in Port Side until a parent or guardian can bring the correct item to school. In the event that a pupil is not wearing the correct uniform and the parent cannot bring the correct item to school then they will remain in the Port Side centre until the end of the school day.

## Where to purchase it

Uniform can be purchased from our uniform supplier via their website [Simmonds & Sons \(simmonds-ltd.com\)](http://simmonds-ltd.com)

Or parents and carers can visit their shop at the following locations:

### CHATHAM SHOP

Chatham dockside shopping centre

Maritime Way

Chatham ME4 3ED

### MAIDSTONE SHOP

Newnham Court

Bearsted Road

Maidstone

Kent ME14 5LH

## Labelling

All items of clothing (including bags) must be clearly marked with the pupil's full name. Labels are available through 'Simmonds' for this purpose. Sew-on labels are preferable to iron-on labels and black permanent markers may be used but names should be written large and clear.

All items not marked with an asterisk in the uniform kit list must be completely plain. No logos, patterns or embellishments of any kind are allowed. Should there be any questions as to what acceptable school uniform is please contact the school to check before purchase.

## Shoes

School shoes should be black, flat and logo-free. The style should be traditional, avoiding the appearance of a trainer. Some specific styles that are not permitted: e.g.

- Styles that appear to be more like sports trainers than professional black shoes, especially due to the material of the shoe.
- Boots or ankle boots.



- Suede shoes.
- Styles with obvious logos or branding.
- Elaborate buckles or decorations or patterns.
- Any white or colourful details.

However, this list is not exhaustive and the School's decision on what is/is not acceptable is final. If parents are unsure as to whether a particular style will be accepted, they must send a picture of the shoe to the School before purchasing.

If in doubt, please consult the pictures at the end of our policy to see what is/is not acceptable.

Pupils wearing unacceptable shoes to school will be placed in Port Side until a parent or guardian can bring an acceptable pair of shoes to school.

Parents who are struggling to find acceptable affordable shoes are encouraged to contact the School who will be happy to recommend appropriate footwear.

## Hair styles

Pupils' hair must be in a conventional and understated style.

Short sides must be faded gradually into the top of the haircut so there is no noticeable 'step' or layering.

Long hair should be tied back for PE and any lesson where it may endanger safety for it to be worn loose. Any hair clips or hair bands must be subtle and black or navy blue in colour.

Some specific styles that are NOT permitted:

<ul style="list-style-type: none"><li>• Hair that is teased, backcombed or be covered in excessive product (wax, gel etc.) Patterns shaved into a pupil's hair or eyebrows, including an artificial parting.</li><li>• High or flamboyant hair styles, such as a 'Mohican'.</li><li>• Any unnatural colours or extensions</li><li>• Styles that block the view of others in any way.</li><li>• Styles that hide the face.</li><li>• Heavy floppy styles or large quiffs at the front.</li></ul>	<ul style="list-style-type: none"><li>• Styles where large bunches, buns or ponytails on top of the head obscure the views of pupils sitting behind in class.</li><li>• Bows, flowers or other adornments in the hair.</li><li>• Gelled edges where the intention is to decorate the hair.</li><li>• Elaborate patterns braided into the hair</li><li>• Patterns shaved into the pupil's hair or eyebrows.</li><li>• Any other hairstyles that the School considers to be inappropriate.</li></ul>
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However, this list is not exhaustive and the School's decision on what is/is not acceptable is final. Pupils whose haircut is not deemed by the School to be of an acceptable style will be placed in Port Side until a parent or guardian gives permission for the pupil to return to a hairdresser/Barber.



Boys in Years 7-11 are not permitted to grow facial hair. This is a privilege given to students when they are admitted to the 6th form.

Some of our male pupils may wish to grow their facial hair on religious grounds. In the first instance, it will be necessary for the pupils' parents to have a face-to-face meeting with the Headteacher to discuss the reasons for wanting to grow their facial hair. The Headteacher may request a letter confirming the pupil's religious observance from a relevant religious authority, such as an imam. Once the letter has been considered by the governors and the Senior Team, permission to grow facial hair may be permitted. The facial hair will need to be well-groomed and kept to an acceptable length, as per the Headteacher's discretion.

## **Belts**

If a pupil chooses to wear a belt, they must be in line with our policy.

Belts must:

- Be black/navy.
- Be leather (or leather effect).
- Have a small, professional buckle.
- Have no obvious branding.

If in doubt, please consult the pictures at the end of our policy to see what is/is not acceptable.

## **Make-up**

Pupils in Years 7 to 11 must not wear any make-up whatsoever. If found to be wearing make-up of any description pupils will be asked to remove it immediately. Failure to do so will result in immediate Port Side. Nail varnish of any description, as well as nail extensions, are similarly forbidden.

## **Jewellery**

Maritime operates a strict jewellery policy for all students. Small plain stud earrings are the only acceptable jewellery permitted in school.

Specific items that are not allowed:

- Piercings other than single stud in each earlobe.
- Bracelets.
- Rings.
- Necklaces or chains.

Any jewellery worn by the pupil while in school uniform will be confiscated and returned at the end of the half-term in line with our confiscation policy.



## Other accessories

Bag: Students must have a bag large enough and strong enough to carry all the required school equipment plus other items they require, including their school coat when not being worn. Bags must be navy blue or black without logos: Fashion bags, carrier bags and drawstring bags are not acceptable.

Glasses worn by pupils in school should be understated in style.

The Academy does permit pupils to wear watches but they should be plain and understated in style. Smart watches and Fitbits are not allowed. Oversized fashion watches, watches in bright colours and watches worn as jewellery are not acceptable.

Badges and other pins are only permitted if they have been issued by the Academy or with prior approval for special events.

If in doubt, please consult the pictures at the end of our policy to see what is/is not acceptable.

The School's decision on what is/is not acceptable is final. Any unacceptable watches worn by a pupil while in school uniform will be confiscated and returned at the end of the half-term in line with our confiscation policy.

## Confiscations

If a student is wearing any unacceptable items, they will be expected to remove it immediately. The item(s) will be held in the school safe and will be returned at the end of the half term. If an item is confiscated within the last two weeks of a half term it will not be returned until the end of the following half term. This applies in all six half-terms and means confiscated items are held over school holiday periods. This can mean a confiscation period of up to sixteen weeks.

## Expectations for our school community

### 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)

### 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 school, in writing, 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 following our published complaints policy.

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 resolve concerns raised.

## **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 managed in line with our behaviour 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.

## **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 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.



## 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 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 the academy, who can answer questions about the policy and respond to any requests

## 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 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 have benchmarked the total cost of our uniform with other schools in the local area and other school within the Thinking Schools Academy Trust.

### We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers
- Is comfortable to wear

### 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, we have limited the number of items with a school logo to reduce the total cost.



- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- We have avoided specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes to universal plain colours without limitations on style
- 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
- 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

## Monitoring arrangements

This policy will be reviewed at least every five years by the Headteacher. At every review, it will be approved by the Regional Governing Body.

## Links to other policies

This policy is linked to our:

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



## Appendix – example items



### Trainers

Acceptable training shoes: all black/ navy, no logo	Unacceptable training shoes: not all black (white sole), visible logo
	

### School shoes

Acceptable shoes: all black/ navy, no logo	Unacceptable shoes: not all black, visible logo, not flat or leather type material
	

### Belts

Acceptable belt: all black/navy, no logo, plain buckle	Unacceptable belt: not all black, visible logo, not leather type material, buckle too large
	



## Other accessories – appropriate watches



## Other accessories – bags

Acceptable bag: all black/navy, no logo, plain	Unacceptable bags: not the correct colour, visible logo, fashion bag, carrier bag, drawstring bag
	