

We are an **ambitious** and **inclusive** Trust of schools
strengthening communities through **excellent** education.



Uniform Policy

Responsibility for approval: Senior Exec
Date of approval: July 2023

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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 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 Elliot Crook – Associate Principal (Behaviour) Elliot.crook@marineacademy.org.uk 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 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:

- 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, we expect students to wear a Marine Academy branded blazer which features the school logo.
- 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 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 Jemma Uren – Assistant Principal (Safeguarding & Behaviour) 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 if they Jemma Uren – Assistant Principal (Safeguarding & Behaviour) 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 Marine Academy's Safe, Scholarly and Respectful 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.

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 annually by Elliot Crook, Associate Assistant Principal. At every review, it will be approved by Leigh Withers, Principal.

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

A photograph of two students in school uniforms. The student in the foreground is a young woman with brown hair tied back, wearing glasses and a dark blue blazer over a white shirt and a dark blue tie with a rainbow stripe. The student in the background is a young man with dark hair, also wearing a dark blue blazer, white shirt, and dark blue tie with a rainbow stripe. They are standing outdoors with green foliage in the background.

MARINE ACADEMY UNIFORM POLICY

DATE ADOPTED: SEPTEMBER 2023

REVIEW DATE: SEPTEMBER 2024



MARINE ACADEMY
PLYMOUTH

the
university
school

LEADERSHIP | RESILIENCE | ASPIRATION

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.

Students, parents and carers are advised to pay particular attention to the uniform details set out below, and ask for advice should they have any questions.

Students must be clean and tidily dressed at all times. All uniform should be kept in good state of repair, with no holes or rips. Shirts must always be tucked into skirts or trousers and top buttons should be fastened.

We sell available second-hand uniform at the school at a highly discounted rate. We have reduced the amount of branded uniform to a minimum, whilst maintaining the unique MAP identity. Parents of students entitled to FSM receive a discount on uniform.

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.



Academy Uniform

Official Marine Academy Plymouth blazer



This is available to purchase from Marine Academy reception.

White collared 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.

House Coloured Tie



When students arrive in Year 7 they will be assigned to a House. They will have a coloured tie which represents the House they are in.

Kraken (Blue)
Pegasus (Yellow)
Griffin (Green)
Phoenix (Red)

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.

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.

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.

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 **house 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 ¼ 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: A maximum of one pair of small and discreet ear studs (ie 5mm diameter maximum) are allowed, one in the lobe of each ear. No other piercings or spacers, including clear or retaining piercings, are permitted. Please note that ear studs must not be worn for PE, students will be expected to take them out prior to the lesson or leave them at home on days when they have PE.

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. Students will be asked to remove fake eyelashes and any obvious make-up. Fake tan is not permitted.

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' 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, 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 Rewards and Behaviour 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 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 (not yellow stitching).



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

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

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

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

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

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

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

Mobile Phones and Smart Watches

Mobile Phones and Smart Watches of any type are not permitted in line with our no mobile phone policy.

Sixth Form – Dress Code

At Marine Academy we believe that we have an important role in preparing our Sixth Form students for the world of work where they will be expected to dress appropriately. One of the ways we achieve this is by setting our 'business wear' dress code.

Our Sixth Form students are expected to set an example to the rest of the school through their high standards of business-like dress. With this established dress code we are also encouraging students to develop a sense of pride in their appearance.

Girls

- ✓ Smart business trousers or appropriate business length skirts
- ✓ A shirt / blouse with sleeves
- ✓ A smart dress or smart pinafore
- ✓ A smart cardigan / V-neck jumper that can be worn with the above
- ✓ Plain Smart footwear which can be polished

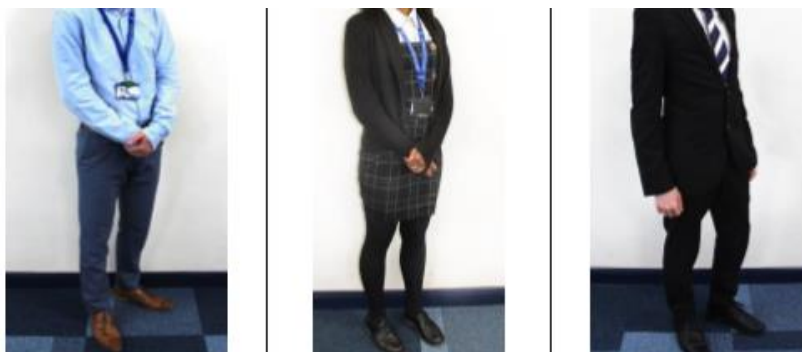
Boys

- ✓ Suits
- ✓ Smart business trousers
- ✓ A shirt with collar **and** full sleeves
- ✓ A plain v-neck jumper which can be worn with the above
- ✓ Plain Smart shoes which can be polished
- ✓ Tie (optional)
- ✓ Blazer (optional)

The following items are not acceptable:

- x Track suits, sports-style jackets, football or rugby shirts, logo sweatshirts and t-shirts
- x Denim
- x Visible tattoos
- x Hats/caps/beanies
- x Legging
- x Dungarees
- x Trainers including black trainers
- x Flip Flops/ High Heels
- x Shorts

- x Strappy or cropped tops
- x Bodycon skirts
- x Off-the-shoulder tops
- x Hoodies (except when in subject area)



Examples of appropriate dress:

We thank all parents and students for supporting the uniform policy at Marine Academy and maintaining the highest standards. We reserve the right to make a final unchallenged judgement on uniform faults and will ask students to return home to rectify any issues before beginning the school day.

For further support on where appropriate uniform can be bought, please contact the sixth form team. (map6th@marineacademy.org.uk)

KS4 and KS5 Performing Arts Dance/Drama

Footwear will not be provided, however plain black trainers are expected to be worn for DANCE/DRAMA students.

Students are expected to wear performing arts academy uniform for all their classes. Students are permitted to come to school in their performing arts uniform. However if a student only has one session during the day, students are expected to change for other subjects.

KS4 Dance and Drama:

- X1 Black T-Shirt

Embroidered - MAP Crest and 'Performing Arts Academy'. In addition - Student First name will be printed in accordance with subject colour code: DRAMA – purple, DANCE – green and MUSIC – Yellow. DANCE, DRAMA and MUSIC will be printed on the back of the T-shirt in white Vinyl.

KS5 Dance and Drama:

- X1 Black Hoodie (Optional Zip or Pull Over).

Embroidered - MAP Crest and 'Performing Arts Academy'. In addition - Student First name will be printed in accordance with subject colour code: DRAMA – purple, DANCE – green and MUSIC – Yellow. DANCE, DRAMA and MUSIC will be printed on the back of the T-shirt in white Vinyl.

Optional - X1 Pair of plain black tracksuit bottoms with elasticated waist (Vinyl logo located under right pocket). Otherwise, please provide yourself with thick black sports leggings appropriate for wear.

KS5 Music

- X1 Black Hoodie (Optional Zip or Pull Over).

Embroidered - MAP Crest and 'Performing Arts Academy'. In addition - Student First name will be printed in accordance with subject colour code: DRAMA – purple, DANCE – green and MUSIC – Yellow. DANCE, DRAMA and MUSIC will be printed on the back of the T-shirt in white Vinyl.

*Music students will wear normal 'business like' trousers and shoes with their Hoodies.

Marine Academy Plymouth will be providing **one free** garment per student. If any additional garments are required, these will be accessible to purchase on-line via 'Fitness for Sport', following the link for- Colleges/University schools – MAP.

<https://www.fitnessforsport.co.uk/>

T-Shirt example:

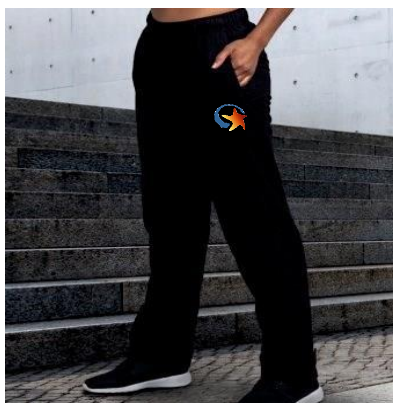
Front:



Back options:



Hoodie/Trouser options:



Back options:

DANCE

MUSIC

DRAMA

