



# Uniform Policy Years 7-11 and Sixth Form Dress Code

Authors	Meena Gabbi
Applicable to	All Students
Ratified by	Local Governing Body
Valid from	February 2023
Review date	February 2025

## Contents

1. Aims.....	2
2. Our Academy’s legal duties under the Equality Act 2010.....	2
3. Limiting the cost of school uniform.....	3
4. Expectations for school uniform .....	4
5. Expectations for our school community.....	8
6. Monitoring arrangements.....	10
7. Links to other policies.....	10

---

### 1. Aims

This policy aims to:

1. Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
2. Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
3. Clarify our expectations for school uniform

### 2. Our Academy’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:

1. 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
2. Make sure that our uniform costs the same for all students
3. Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
4. Allow all students to style their hair in the way that is appropriate for school yet makes them feel most comfortable
5. Allow students to request changes to swimwear for religious reasons
6. Allow students to wear headscarves and other religious or cultural symbols
7. Allow for adaptations to our policy on the grounds of equality by asking students or their parents to get in touch with Joanna Ginns, PA to the

Principal via email [jginns@montsaye.northants.sch.uk](mailto:jginns@montsaye.northants.sch.uk), 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 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:

1. Uniform is available at a reasonable cost
2. Our uniform provides the best value for money for parents/carers
3. Uniform is made available in school
4. We assist parents where possible in purchasing uniform

We will do this by:

1. Carefully considering whether any items with distinctive characteristics are necessary
2. Limiting any items with distinctive characteristics where possible, for example, by only asking that the blazer features the school logo and the blazer and tie is purchased from our supplier
3. Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
4. Considering cheaper alternatives to school-branded items, as long as this doesn't compromise quality and durability
5. Avoiding specific requirements for items students could wear on non-school days, such as coats, bags and shoes
6. Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
7. Avoiding different uniform requirements for different year/class/house groups
8. Avoiding different uniform requirements for extra-curricular activities
9. Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
10. Making sure that arrangements are in place for parents to acquire second-hand uniform items

11. Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
12. Consulting with parents and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

## 4. Expectations for school uniform

### Montsaye Academy Uniform Years 7-11

Montsaye Academy expects high standards in dress and appearance. Our insistence on correct uniform is based on two reasons:

1. To present a smart appearance for the public identity of our students and enabling them to demonstrate a pride in their appearance and our school
2. We are insistent that all rules about the uniform must be followed explicitly. Students are expected to maintain a clean, smart appearance at all times. All items are readily available from the recognised school outfitters. Please be aware that items purchased from outlets other than the recognised school outfitters may be deemed as non-compliant and will need to be replaced.

The uniform supplier is: Karl Sports, Unit 7, Trafalgar Road, Kettering, Northants, NN16 8DB, [www.karlsportsclothing.co.uk](http://www.karlsportsclothing.co.uk).

Students who present in an unacceptable manner and do not meet our high expectation, will receive a call home and parents/carers will be asked to bring in correct uniform. On the rare occasion where guardians cannot be contacted, students will be issued with the correct item for one day. Any student who refuses to wear the correct uniform will be issued with sanctions in line with our Behaviour Policy. The Academy would always seek to work with parents and assist in getting uniform where appropriate.

<b>Compulsory Items from school supplier - <a href="http://www.karlsportsclothing.co.uk">www.karlsportsclothing.co.uk</a></b>	
Blazer	Grey with Montsaye Logo on left chest.
Tie	Red ,yellow, green or blue stripe

**Compulsory items to be worn – can be purchased at parent’s discretion**

Shirt	White long sleeved or short sleeved shirt to be worn with the school tie
Trousers	Grey, straight style not tapered or flared. Straight leg and must be full length trousers, NOT tight fitting, skinny or flared, no additional decorations, no leggings, jeggings, combat trousers, denim, cord, hipsters, or studs
Skirt	Grey knee length skirt to be worn with black tights
Shoes	Black leather or leather like shoes only. No canvas, trainers, pumps or Vans
Socks	Black
Tights	Black opaque tights without patterns



**Acceptable School Shoes**

All black leather or leather-like shoes only



**Non Acceptable School Shoes**

Canvas, trainers, pumps, vans



**PE Uniform - Compulsory items from school supplier -**

[www.karlssportsclothing.co.uk](http://www.karlssportsclothing.co.uk)

Shorts/Skortts	Boys shorts and girls skortts with Montsaye Logo on left leg
Shirt	Boys and Girls Montsaye polo shirts with logo on left chest



**PE Uniform – Non-compulsory items from school supplier -**

[www.karlssportsclothing.co.uk](http://www.karlssportsclothing.co.uk)

Montsaye Girls Full Zip Top	Black with logo on left chest
Montsaye Academy PE Socks	Black
Montsaye Academy PE Rugby Shirt	Black and White



Other Expectations	
Hair	Natural hair colours only
Piercings	One ear stud per ear and not rings. No other piercings
Coats	Coats are permitted but must not be worn in place of a blazer. Coats must not be worn in class
Hoodies	Not permitted

## **Sixth Form Dress Code - September 2022**

Like any place of work Montsaye has expectations of how members of its community should dress. This is not in order to suppress individuality but so that everybody understands what is acceptable and where the boundaries are located. The dress code is designed to enable all members of the community to work together in a safe environment free from embarrassment.

Sixth Form students should dress smartly and appropriately for a working day at the academy. They should be sensitive to the needs of our community and set a good example to our younger students. We expect our students to use their common sense and judgment when choosing clothes for work at the academy. Students should dress in ways which are appropriate for a working day in the academy and this may need to be different from how they dress in other situations.

The Sixth Form Dress Code at Montsaye Academy is as follows:

- Smart footwear. No trainers, converse, flip flops or Ugg boots.
- Smart, dark coloured trousers. No jeans or denim may be worn. Trousers should not have any frays, fringes or rips.
- Smart skirts. No shorter than 10cm above the knee.

- Smart style dresses. No shorter than 10cm above the knee. No 'body con' style dresses. Dresses must have wide fitting shoulder straps - thin or spaghetti straps are not permitted. No shoulders should be on show.
- Smart cotton shirt or polo shirt (buttoned up). No large logos, although a small, discreet logo on the breast pocket is allowed.
- Smart blouse.
- Smart jumper or cardigan. No hoods or logos. Plain jumpers of a 'sweatshirt-type' material are permitted.
- Ties optional.
- Blazers optional.
- Outer coats – no denim jackets.
- Unobtrusive jewellery.
- Natural hair colours.
- No hats or caps should be worn anywhere inside the school building.
- Sixth Form Lanyard and ID card.

Bursary money can be used to help pay for your uniform. If you having difficulty finding appropriate clothing, please contact us in advance of the new academic year starting. Please do not wait until September.  
[eexley@montsaye.northants.sch.uk](mailto:eexley@montsaye.northants.sch.uk)

Students who disregard the regulations will, after warning, be sent home.

The above list is not meant to be exhaustive but instead represents a guideline. If in doubt the Head of Sixth Form should be contacted prior to purchase to confirm the suitability of any item.

## **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:

1. On the school premises
2. Travelling to and from school
3. At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)
4. Parents are also encouraged to contact Joanna Ginns, PA to the Principal via email [jginns@montsaye.northants.sch.uk](mailto:jginns@montsaye.northants.sch.uk) 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:

1. Clean
2. Clearly labelled with the child's name
3. In good condition

Parents are also encouraged to contact Joanna Ginns, PA to the Principal via email [jginns@montsaye.northants.sch.uk](mailto:jginns@montsaye.northants.sch.uk) if they want to request an amendment to the uniform policy in relation to:

1. Their child's protected characteristics
2. The cost of the uniform
3. Parents are encouraged to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.
4. Disputes about the cost of the school uniform will be:
5. Resolved locally
6. Dealt with in accordance with our school's complaints policy
7. The school will work closely with parents to arrive at a mutually acceptable outcome.

## **5.3 Staff**

Staff will closely monitor students to make sure they are in correct uniform. They will give any students 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 Mrs Gabbi, Principal as detailed in our [Behaviour Policy](#).

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:

1. Is appropriate for our school's context
2. Is implemented fairly across the school
3. Takes into account the views of parents and students
4. 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 biannually. At every review, it will be approved by Pathfinder Schools Trust.

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

This policy is linked to our:

- [Behaviour policy](#)
- [Equality information](#)
- [Anti-bullying policy](#)
- [Complaints policy](#)

Reviewed by:

Meena Gabbi  
Principal

Robyn Allen  
Chair of Governors

Next Review Date: February 2025

Approved by Governors: February 2023