Fulston Manor School

School Uniform Policy

Version (Date):	**September 2026**
Review Date:	**September 2027**
Member of staff Responsible:	**Mr G Bowden** **Deputy Headteacher**

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Overview Statement

Fulston Manor School holds high expectations and standards for all our young people, and we encourage a professional learning environment which prepares our students for the world of work and employability. We are developing a reputation in the local community as being a school that is well respected for its high standards and as an integral part of that we encourage our students to wear their uniform with pride. The wearing of uniform also removes opportunities for peer pressure and bullying with all students dressed to the same standard.

All Fulston Manor School students are therefore expected to maintain this high standard by coming to school smartly dressed in their full school uniform and wearing it in the conventional school style.

To further maintain this high standard of uniform, students are not allowed to wear any jewellery, with the exception of a wristwatch. One small discrete pair of gold/silver ear studs (one stud per ear lobe) *are allowed* – these must be removed for PE/Games and at other times, as requested, for a health and safety reason. No other piercings are allowed. (We would recommend that ears should be pierced only at the beginning of a main holiday to allow time for healing so the earrings can be removed on return to school.) Discreet, natural make-up is allowed; however, any form of painted or acrylic nails, fake eyelashes or brightly coloured make-up is not. All extremes of hairstyling are not permitted in school, including any unnatural colours.

Parents and carers are reminded that you must be at least 18 years old before you can have a tattoo; it is illegal for anyone to have a tattoo under 18 even with a guardian's consent.

The school welcomes children from all backgrounds and faith communities. If there are any questions or queries regarding the school uniform linked to religion or those who share protected characteristics as defined by the Equality Act 2010 please contact Mr G Bowden, Deputy Headteacher.

If any parent has comments/ideas relating to school uniform they should make representation to Mr G Bowden, Deputy Headteacher in the first instance.

1. Aims

Our school uniform policy sets out clear expectations for everyone and helps ensure that all members of our school community feel included, equal, and ready to learn. We ask for the full support of parents and carers in maintaining a high standard of dress, as wearing the correct uniform is a shared responsibility between students, families, and staff.

The policy explains our expectations for school uniform and how these will be applied consistently by all staff, alongside our behaviour policy. Where uniform expectations are not met, pastoral teams will work with students to resolve the issue. If concerns are not addressed, students may be required to change at home or work separately in school until the matter is

resolved. To support students, the school will lend uniform items for short periods where needed, and these must be returned at the end of the school day. Parents and carers will be contacted if students refuse to comply.

We are committed to ensuring that our uniform requirements are reasonably priced and offer best value for money. Only the blazer, tie, Skirt and school P.E. top must be purchased from our approved suppliers; all other items are widely available from supermarkets and high-street retailers. One of our main suppliers also offers a six-weekly payment plan to help spread the initial cost.

In line with our duties under the Equality Act 2010, the policy is designed to avoid discrimination and to support individual needs where appropriate. Families are encouraged to contact the school if they require additional support or reasonable adjustments.

To help prevent lost items, we ask that all uniform is clearly labelled with the student's name, particularly blazers and P.E. kit, which can be costly to replace.

By working together, we can ensure a smart, inclusive, and supportive learning environment for all students.

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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- Avoid unnecessarily listing uniform items by sex, and provide all pupils with reasonable choice between permitted uniform options, subject to the requirements of the school's uniform policy. Where a pupil is questioning their gender or undergoing gender reassignment, the school will consider their individual circumstances, welfare and safeguarding needs, in accordance with the Equality Act 2010 and relevant statutory guidance.
- Make sure that our uniform costs the same for all pupils.
- Allow all pupils to have long hair, although we reserve the right to require hair to be tied back where this is necessary for health, safety or practical reasons.
- Allow all pupils to style their hair in a way that is appropriate for school and does not conflict with reasonable health, safety or practical requirements.
- Allow pupils to request reasonable changes to swimwear for religious reasons, or where this is necessary to address an individual need relating to sex, gender reassignment or another protected characteristic.
- Allow pupils to wear headscarves and/or other religious garments, subject to reasonable health and safety requirements.
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform according to their individual needs.
- Allow for reasonable adaptations to our uniform policy where required to meet equality duties or an individual pupil's needs. Pupils or their parents/carers should contact Mr G Bowden, Deputy Headteacher, who can answer questions about the policy and consider requests on a case-by-case basis.

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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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, by only asking that the blazer, worn over the jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost and/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 and bags
- 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/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimise the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for school uniform

4.1 Uniform Expectations

Travelling to and From School

When students are travelling by public transport, or are walking or cycling to or from school, they are expected to conform to the uniform policy. This includes days when a student's first/last lesson is PE.

Students are expected to wear their full uniforms on attendance to any school trips.

Uniform Expectations

UNIFORM	EXPECTED	UNACCEPTABLE
Blazer	Black blazer with school on pocket, to be worn at all times.	
Tie	The color stripe is specific to the House. It is to be worn in an appropriate and conventional length (at least 6 stripes of both colour) and style.	Short length or unconventional knots.
School pullover (*optional*)	Grey V-neck jumper, worn underneath a blazer in colder weather.	Sweatshirts, hooded fleece tops or similar items are not permitted. Crew necks or logos.

UNIFORM	EXPECTED	UNACCEPTABLE
School shirt *or* blouse	Plain white, standard collar with a top button which should be worn tucked into the waistband of skirt or trousers.	A plain white vest or top can be worn under the shirt for warmth but must not show past the shirt sleeves or any logo be visible through the shirt or blouse fabric.
School trousers	Black straight-legged tailored school trousers.	Not denim, cord, jeggings, leggings, tight or low fitting. No cargo trousers, skinnies, or fashion styles.
School skirt (*Optional*)	Checked grey and black skirt – worn with waistband showing and worn knee length.	Jersey, stretch, satin, denim, lace, cord or patterns are not permitted, and skirts should not be tight to the hips. Skirts should be knee length. As a guide, skirts should be longer than the ends of the fingertips when arms and hands are held straight down by the side of the body. Where a skirt is not worn in accordance with the school's uniform expectations, the student will be required to wear school trousers instead.
Shoes	Shoes should be black, plain and sensible. For obvious safety reasons, thin or higher heels are inappropriate. Shoes should be suitable for both indoor and outdoor use.	Boots, Trainers, Canvas or other highly coloured shoes. Backless, open toes, sling-backs, or high heels are not allowed. Trainers must not be worn in place of shoes.
Socks	Plain white, grey or black.	Over the knee socks or shoe liners. Socks need to be visible above the ankle.
Tights	Plain black, minimum 40 denier.	Coloured or patterned tights. Bare legs are not permitted without socks.
Coat	Conventional, warm, waterproof outer coat, preferably black, blue or grey.	Half zipped tops, sweatshirts, sports tops, gilets, denim, hooded fleece tops or similar items are not permitted.

PE & Games Uniform

	EXPECTED	UNACCEPTABLE
Top (Compulsory)	Black sport polo shirt with House colour logo.	Any other half zipped tops, sweatshirts, sports tops, gilets, denim, hooded fleece tops or similar items are not permitted.
Top (Optional)	Black ¼-zip mid-layer top with school logo	Any other half zipped tops, sweatshirts, sports tops, gilets, denim, hooded fleece tops or similar items are not permitted.

	EXPECTED	UNACCEPTABLE
Bottom	Plain black sport shorts (no logos) **or** Plain black running shorts (two-layer shorts) – (no logos) **or** Plain black running leggings (no logos)	Any colour other than Black. Obvious, visible logos. Jersey tracksuit bottoms, lounge wear. Cycling shorts
Sport Socks	White or Black	

All students should wear trainers for PE/Games.
Football boots and gum shields should be purchased separately for Games.

Jewellery & Make-up

	PERMITTED	UNACCEPTABLE
Jewellery	Wristwatch. One small discrete pair of gold/silver ear studs (one stud per ear lobe) *are allowed* – these must be removed for PE/Games and at other times, as requested, for a health and safety reason. No other piercings are allowed.	Any jewellery other than a wristwatch and one small, discrete pair of gold/silver ear studs (one stud per ear lobe), including additional ear studs, nose studs, bracelets, rings, necklaces or other piercings.
Make-Up	Discrete, natural make-up.	False nails, painted nails, fake eyelashes or noticeable make-up.

All extremes of hairstyling are not permitted in school, including any unnatural colours.

Sixth Form Uniform

Students need to follow the guidelines and ensure that clothes are "school appropriate" – decent, professional, clean and modest.

We have a gender-neutral dress code with a general principle of clothing being smart/casual. Hairstyles and other items should also reflect this principle.

There is no requirement on what a student should wear but rules on what a student cannot wear are outlined below.

- No ripped jeans
- No sportswear including tracksuits, jogging bottoms or running tights
- No leggings (unless worn under a dress)
- No hats/headwear (except for cultural dress)

- No flip flops
- Further restrictions may be required for particular subjects' areas in relation to health and safety requirements e.g. covered toe footwear for Science practical sessions.
- Anything deemed inappropriate by the Sixth Form team.

4.2 Where to purchase it

Suppliers

Forster's School Outfitters 17/19 East Street Sittingbourne Kent ME10 4BQ Tel: (01795) 472947 www.forsterskent.co.uk	Forster's School Outfitters 16 High Street Sheerness Kent ME10 5JA Tel: (01795) 665540 www.forsterskent.co.uk	Brigade Parents Direct To place an order, log onto www.brigadeuniformdirect.uk.com and enter your son/daughter's school name and select the school from the drop down list provided.

5. 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 Mr G Bowden, Deputy Headteacher -Inclusion; 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/carers are also expected to contact Mr G Bowden, Deputy Headteacher -Inclusion; 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/carers 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/carers to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor pupils to make sure they are in the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Head of House if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Mr G Bowden, Deputy Headteacher.

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
- Takes into account the views of parents/carers 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. Monitoring arrangements

This policy will be reviewed and approved by the governing body annually.

7. Links to other policies

This policy is linked to our:

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

8. Common Questions and Answers

Q. "Trainers/ a hoody/ earrings don't disturb their learning so why can't my child wear them in school?"

A. *As soon as there is variation in what a child can wear there becomes the option for the item to be either expensive or cheap, fashionable or unfashionable. Once this happens, students can feel anxious about falling victim to unkind comments for wearing the "wrong" type of clothing or jewellery.*

Therefore, to reduce anxiety, increase safety and reduce potential distractions caused by students wearing "fashion items" in class, uniform is compulsory for all students.

When wearing a hood, it makes an individual harder to identify. This can then cause a safety issue as we may be unable to identify if a person is meant to be on the school site or not.

Q. "Uniform can be expensive. What shall I do if I can't afford to buy/replace what is needed?"

A. *Any parents/carers who are struggling to purchase the required uniform should contact their child's pastoral team. We are able to provide support to families by lending or purchasing items to/for students to ensure they comply with the uniform policy.*

Q. "My child had their ears/ nose pierced over the holiday/ for their birthday but the hole will heal up if they take the piercing out within two weeks. Can they keep the earring/ nose stud in for just a week or two to prevent this?"

A. *We would recommend that ears should be pierced only at the beginning of a main holiday term (not half term holidays as they are only one week long) to allow time for healing so the earrings can be removed on return to school. All jewellery other than One small discrete pair of gold/silver ear studs (one stud per ear lobe) or a watch will be confiscated if seen in school.*

Department for Education guidance for Schools

Department for Education guidance to schools on uniform can be found here:
https://www.gov.uk/government/publications/school-uniform/school-uniforms