



MILTON ABBEY

Uniform and Appearance Policy

Issue Date:	May 2024
Review Date:	June 2024
Policy contact:	Chris Barnes, Senior Deputy Head

Uniform and Appearance Policy

Contents

1. Aim/Rationale	2
2. Legal framework	2
3. Roles and Responsibilities.....	2
4. Equality principles.....	3
5. Uniform and Appearance.....	4
5.1. Times when uniform is to be worn	4
5.2. Uniform suppliers.....	5
5.3. Lower school uniform and sports kits	5
5.4. Sixth form dress code and sports kits	6
5.5. General dress requirements.....	6
5.6. Outerwear	7
5.7. Additional sports kit	7
5.8. Land-based Studies uniform	8
5.9. Jewellery.....	9
5.10. Hair, headgear and make up	9
5.11. Adverse weather	9
6. Home clothes	9
7. Labelling and lost property	10
8. Second-hand uniform	10
9. Queries and complaints	10
10. Non-compliance	10
11. Monitoring and Review of Policy	10

1. Aim/Rationale

Milton Abbey believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

For the purposes of this policy, “uniform” includes the following elements of pupils’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education.

2. Legal framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Human Rights Act 1998
- Equality Act 2010
- Department for Education (2021) *School uniforms: Guidance for Schools*
- Equality and Human Rights Commission (2022) *Preventing hair discrimination in schools*

This policy operates in conjunction with the following school policies:

- Behaviour Policy
- Complaints Procedure
- Boarders' Complaints Procedure

3. Roles and Responsibilities

The Head and Senior Deputy Head are responsible for:

- Enforcing the school’s uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Considering the opinions and wishes of the school community in regard to the school’s uniform and making changes to the policy.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role (Housemaster/mistress), disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

- Where appropriate to their role (Housemaster/mistress), ensuring all staff are made aware of a pupil who has an exemption (temporary or permanent).

Parents are responsible for:

- Providing their children with the correct school uniform/clothing as detailed in this policy.
- Informing the Housemaster/mistress if their child requires an exemption to the uniform/clothing rules for a period of time, with a reason why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Following the uniform and appearance rules at all times, unless the Housemaster/mistress has granted an exemption.
- Looking after their uniform/clothing as appropriate, including ensuring it is sent to the laundry (boarders).
- Raising any issues or concerns through appropriate channels.

4. Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any protected characteristic (as defined by the Equality Act 2010) very seriously. In line with this, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the Senior Deputy Head, and always in accordance with the school's Complaints Procedures.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

Gender

The school recognises that the current uniform is not entirely gender neutral. The school will work towards a gender-neutral uniform. The school recognises its legal duty to allow for adaptations in the uniform for transgender pupils.

Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, the needs and rights of individual pupils will be weighed against any health and safety concerns appropriate to the circumstances, e.g. if safety headgear needs to be worn.

Race

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on '[Preventing hair discrimination in schools](#)'.

SEND and medical conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- Ensuring the school uniform uses soft, stretchy fabrics and avoids intricate buttons or hard seams.
- Allowing variations to the standard uniform for pupils whose medical conditions may impact how they dress, e.g. pupils with casts who require loose-fitting clothing or pupils with hair loss-related conditions who wish to wear head coverings.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

5. Uniform and Appearance

5.1. Times when uniform is to be worn

Uniform must be worn by pupils between morning call over at 8.25am and the end of the last period of the school day at 4.30 pm. This includes, but is not limited to lessons, moving around the school, lunch, chapel, exams and educational school trips. Pupils can wear their own clothes within the boarding houses during break and lunchtime and sixth formers can wear their own clothes within the boarding houses during free periods.

Pupils in the Lower school (3rd, 4th and 5th form) have specific uniform items and those in the Upper school (6th form) have a dress code in a similar way to school staff.

All pupils will wear school sports kit for sports lessons on Tuesday, Thursday and Saturday afternoons and school sports fixtures and as necessary during Wednesday afternoon Round Square activities

Pupils will wear specialised clothing for relevant lessons (especially sports and Land-based studies). The specific requirements will be communicated by departments in a timely fashion.

Pupils may change into sports or specialist clothing at the closest break/lunchtime, for example if a pupil has a sports fixture or countryside management lesson in P4, they can get into the correct clothing during breaktime. They must change back into uniform as soon as practicable.

5.2. Uniform suppliers

All items that need to be obtained from the School Uniform supplier can be purchased from schoolblazer.com. To contact schoolblazer, phone +44(0)333 7000 703 or email customerservice@schoolblazer.com

5.3. Lower school uniform and sports kits

Items in **bold** must be purchased from the uniform supplier.

For sports kits and equipment for specific sports, see Additional Sports Kit section.

Item	Optional or required
Tweed jacket (Blazer)	Required
Long sleeve blue pin striped shirt and house tie OR Long sleeve blue pin striped blouse	Required
Charcoal grey trousers OR school tartan kilt (no shorter than 3 inches above the knee)	Required
Pupils wearing trousers may wear grey or colourful socks (not white) Pupils wearing skirts may wear opaque navy or grey tights (no patterns)	Required
Black leather lace up or loafer style shoes (no trainers, ballet pumps, boots, suede or patent leather or similar)	Required
Sunday navy jacket (Sunday best for chapel)	Optional
House polo shirt	Required
Navy sleeveless crested V neck or navy V neck jumper (no branding, zips, buttons, round necks, etc)	Optional
Short sleeved fleece gilet (to be worn under blazer when cold)	Optional
Yellow Crested Training T-shirt	Required
Black Crested Training T-shirt	Required
Crested Midlayer Top	Required
Black PE shorts OR Black crested skort OR Black Crested Training pant OR Black fitness leggings	Required
Black Games socks	Required
White sports socks	Required
Black Crested Puffa Jacket	Required
Trainers	Required
School waterproof smock	Optional

5.4. Sixth form dress code and sports kits

The sixth form dress code is designed to mirror business dress.

Items in **bold** must be purchased from the uniform supplier.

For sports kits and equipment for specific sports, see Additional Sports Kit section.

Item	Optional or required
Blazer and school charcoal trousers or skirt OR Blazer and chinos OR Black, dark grey, navy or tweed suits (trouser or skirt) Skirts must be no shorter than 3 inches above the knee Garments should be suit-type appearance, not casual or stretchy fabrics	Required
White or pastel shirt and tie OR blouse OR A dark colour polo neck jumper under the blazer	Required
Pupils wearing trousers may wear grey or colourful socks (not white) Pupils wearing skirts may wear neutral, navy or black tights (no patterns)	Required
Black or brown leather or suede shoes (no patent, ballet pumps, stiletto heels, heels must be 2" or less, no boots)	Required
Dark V neck jumper	Optional
Yellow Crested Training T-shirt	Required
Black Crested Training T-shirt	Required
Crested Midlayer Top	Required
Black PE shorts OR Black crested skort OR Black Crested Training pant OR Black fitness leggings	Required
Black Games socks	Required
White sports socks	Required
Black Crested Puffa Jacket	Required
Trainers	Required
School waterproof smock	Optional

5.5. General dress requirements

Pupils should ensure that their uniform is clean, tidy and in good repair at all times.

Boarders will be given clear instructions by matrons as to the days and times that uniform must be sent for laundry.

Shirts and blouses must be tucked in at all times and shirt top buttons done up.

Shoes must be clean and in good repair.

Parents should ensure that pupils have enough of each clothing type – recommended numbers of each item are given on schoolblazer.com

5.6. Outerwear

Pupils will require a coat appropriate for wearing in cold and wet weather. This can be either a school tweed shooting coat (www.williampowell.com), a similar shooting jacket (for example waxed Barbour jacket) or another suitable coat.

5.7. Additional sports kit

Pupils can choose from different sports each term. Pupils need to bring appropriate sports kit for the sports and activities they are choosing.

All pupils should have water bottles for sports lessons.

Items in **bold** must be purchased from the uniform supplier. Many of the other items are also available from the supplier but may be purchased from an outlet of your choice.

Michaelmas Term	Specialist required equipment if choosing to participate in sport
Boys' Rugby	Reversible rugby shirt, Rugby shorts, Mouthguard, Scrumcap*
Girls' Hockey	Hockey shin pads, Hockey stick, Mouthguard, Astro trainers
Football	Football boots, Shin pads
Swimming	Swimming costume/Jammers, Swim cap, Goggles
Road Cycling	Road bike**, Bike helmet
Mountain Biking	Mountain bike**, Bike helmet
Running	Additional Trainers/Trail Shoes
Golf	Golf clubs**, Golf balls, Tees, Golf trousers, Golf shoes
Sailing	N/A
Lent term	
Girls' Rugby	Reversible rugby shirt, Rugby shorts, Mouthguard, Scrumcap*
Boys' Hockey	Hockey shin pads, Hockey stick, Mouthguard, Astro trainers
Football	Football boots, Shin pads
Netball	N/A
Swimming	Swimming costume/Jammers, cap, Goggles
Road Cycling	Road Bike**, Bike Helmet
Mountain Biking	Mountain Bike**, Bike Helmet
Running	Additional Trainers/Trail Shoes
Golf	Golf Clubs**, Golf Balls, Tees, Golf Trousers, Golf Shoes

Summer term	
Cricket	Cricket bat, Cricket pads, Cricket box, Cricket gloves, Cricket helmet, Cricket spikes, Baseball cap
Tennis	Tennis racket, Astro shoes, Baseball cap
Athletics	Running spikes*
Swimming	Swimming costume/Jammers, Swim cap, Goggles
Road Cycling	Road bike**, Bike helmet
Mountain Biking	Mountain bike**, Bike helmet
Golf	Golf clubs**, Golf balls, Tees, Golf trousers, Golf shoes
Sailing	N/A

*Recommended/Optional

** School hire available

5.8. Land-based Studies uniform

Year	Clothing	Footwear
Third Form	Long trousers + Long-sleeved top (not sports kit) + Coat (that pupils do not mind getting muddy or ripped)	Wellington boots
Fourth Form	Overalls OR as above	Wellington boots
Fifth Form	Overalls OR as above	Safety boots OR Wellington boots
Sixth Form	Land-based studies fleece/ polo top + Long cargo trousers (green or dark colour) OR School black training pant (no shorts) + Coat or Gillet OR Overalls + Coat or Gillet	Safety boots OR Wellington boots

5.9. Jewellery

Pupils may wear one ring, one necklace, one bracelet and one pair of small, unobtrusive earrings when wearing uniform/sixth form dress code.

No other piercing/body jewellery is permitted at any time, and no piercing must be carried out at school.

Pupils must remove jewellery for sports and practical lessons where they could be a risk to safety.

Pupils and parents must ensure that if ears are pierced over the school holidays, that they are healed sufficiently to be removed for sport and other activities.

5.10. Hair, headgear and make up

The school reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures.

Pupils with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE, science, DT.

Hair should be in a natural colour; brightly coloured hair is not permitted.

Excessive hair accessories are not permitted.

Headgear is not usually permitted to be worn with uniform, but exemptions will be permitted based on relevant disabilities, race or religion and beliefs.

Only natural looking make up is permitted. No fake lashes.

Lower school pupils may wear clear nail varnish and upper school pupils may wear clear or neutral shades of nail varnish.

For safety reasons, pupils may only wear false nails outside school lessons and sport/activity times and they must not prevent pupils from taking part in school activities.

Facial hair should be neat, tidy and clean unless it is in conflict with accepted religious beliefs.

5.11. Adverse weather

Pupils will be advised to wear cold or hot weather clothing as relevant. For example, if due to high temperatures blazers do not need to be worn or tights may be replaced by ankle socks, the Senior Deputy Head will inform pupils and staff that this is the case.

6. Home clothes

Both boarding and day pupils spend amounts of time at school or in the wider community outside of the school day. On these occasions, they are permitted to wear 'home clothes'. In setting the rules for home clothes, the school acknowledges that pupils may wish to express themselves via their clothing but notes that while the pupils may be in leisure time, the school is still a place of employment for staff. The school rules attempt to balance the

wishes of our young people with the need to reflect wider community expectations of appropriate clothing.

Home clothes should be comfortable, clean and safe.

Clothes must not have provocative or offensive logos or designs.

Clothing must cover the chest, midriffs, buttocks, and groin areas and underwear garments. Crop tops or clothes with cut-outs or rips are not permitted.

Nightwear must not be worn in communal areas when there are visitors in house or outside the house (e.g. to breakfast).

7. Labelling and lost property

All clothing must be clearly named with name tapes. Boarders should include their house initials.

Lost property will be returned to pupils where it has been labelled.

Any un-named items of property will be sent to the school second hand uniform shop run by the Head of Boarding.

8. Second-hand uniform

The school has some second-hand items of uniform and sports kit for sale. Please contact the Head of boarding for more details.

The school would appreciate it if any items of school uniform and sports kit that are no longer required could be donated to the second-hand uniform shop. Items can be given to House matrons.

9. Queries and complaints

Pupils and parents should raise any queries or complaints relating to uniform and appearance with the Housemaster/mistress in the first instance.

If the issue cannot be resolved, parents can use the school Complaints Procedure and pupils can use the Boarders' Complaints Procedure.

10. Non-compliance

Pupils who are not in line with the uniform and appearance rules will be requested by staff to correct the issue as soon as possible.

Repeated breaches of the Uniform and Appearance policy will result in a sanction in line with the school behaviour policy.

If new uniform is required in order to meet the requirements, this may be ordered by the school and recharged to parents.

11. Monitoring and Review of Policy

This policy will be reviewed annually by the Head and information sought from pupils, parents and staff.

All stakeholders should be aware that suppliers usually require at least 12 months to change items of clothing on the uniform list, so it is not usually possible to make changes to uniform immediately.