

Cedars Manor School



School Uniform Policy

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1. 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

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 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 a way that is appropriate for school and makes them feel most comfortable
- › Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- › Allow pupils to wear headscarves and/or other religious garments
- › Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- › Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with the office who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. Limiting the cost of school uniform

At Cedars Manor School, we recognise the importance of ensuring our school uniform is affordable and accessible for all families in our community. We are fully committed to following the statutory guidance from the Department for Education (DfE) on the cost of school uniforms.

We understand that many of our families come from diverse socio-economic backgrounds, and affordability is a key concern. We also acknowledge the importance of school uniform in promoting equality and belonging, and we aim to ensure that no child is disadvantaged by uniform requirements.

We know that some uniform items, especially those with distinctive features such as logos or specific colours, can only be purchased from specialist suppliers. This can reduce the ability for parents and carers to shop around for affordable alternatives. As a result, we are taking a number of steps to make sure our uniform policy remains inclusive, reasonable in cost, and reflective of the views of our school community.

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:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:
 - 3 or fewer
- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items.
- 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 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 minimising 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
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for school uniform

4.1 Our school's uniform

Girls Uniform

- › White blouse or polo shirt
- › Red school sweatshirt/ cardigan with school logo
- › Black or grey skirt, pinafore dress or trousers.
- › In the Summer term girls may wear a red checked dress
- › All children are expected to wear sensible black school shoes, not trainers

Boys Uniform

- › White shirt or polo shirt
- › Red school sweatshirt / cardigan with school logo
- › Black or grey trousers
- › In the Summer term boys may wear black or grey shorts
- › All children are expected to wear sensible black school shoes, not trainers

PE Kit

- › Black shorts, a red t-shirt with school logo (for indoor and summer use)
- › Black tracksuit and sweatshirt (for outdoor activities in Winter)
- › Children should wear trainers for PE. These should be black or white.
- › **Swimming (Year 4 only)**
- › For swimming lessons your child will need a swimming costume/ trunks, a swimming cap and a towel.

Jewellery

- › The wearing of jewellery is not permitted in school. Earrings should be plain metal studs no bigger than 3mm and are not permitted on the days your child has PE. Earrings are not allowed on any day in Foundation Stage (Nursery and Reception) for Health and Safety.

Hijab

- › If girls wish to wear a head covering in school, this should be a plain black or white headscarf.

Please remember to label all clothing with our child's name clearly.

4.2 Where to purchase it

You can obtain school uniform items as follows:

› Teenywear (for logo items):

- Location: 325 High Road, Harrow Weald, HA3 5EQ
- Available items: Red school sweatshirts and cardigans with the school logo, school book bags, and school water bottles.

› Supermarkets and High Street Retailers:

- All other uniform items, including plain white shirts/polo shirts, trousers, skirts, shorts, dresses, black shoes, PE kits, and plain sweatshirts/cardigans (without the logo), can be purchased from any major supermarket or high-street store.

Be Ready - Be Respectful - Be Safe - Be Responsible - Be Resilient - Be Courageous

Second-hand Uniform

- We aim to make uniform accessible to all families. We have uniform available all year round, depending on sizes. You can contact the school office for available uniform.
- Second-hand uniform sales may take place during school events such as the **Winter Fair** or **Summer Fair**.
- If you are experiencing financial difficulty, please contact the school office — we may be able to provide **second-hand uniform free of charge** from our limited supply of spare items.

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 the office 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:

- Clearly labelled with the child's name
- In good condition

Parents/carers are also expected to contact the office 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 correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to rectify their uniform. A meeting with a member of the Senior Leadership team will be arranged if the situation doesn't improve.

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. This is in line with the statutory [guidance](#).

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 annually by Governors. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Complaint's policy