

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:

- 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 or gender.
- 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 to get in touch with Alexandra Orfanou (Assistant head) alexandra.orfanou@heron.lseat.org.uk, 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

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.
- 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, 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/groups
- Avoiding different uniform requirements for extra-curricular activities
- 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

4. Expectations for school uniform

4.1 Our school's uniform consists of:

- A polo shirt
- A fleece
- And or a jumper
- Dark trousers, shirt or shorts.
- Dresses can also be worn. ➤

White PE polo shirt

4.2 Where to purchase it

- Order forms can be requested from the office. The uniform will be purchased by the school after payment has been received.
- Second hand uniform will be available from the school during the winter fair, the spring fair and the summer fair.

5. Expectations for our school community

5.1 Pupils

School uniform is not compulsory but we encouraged pupils in year 7-11 to wear the uniform if their additional needs do not limit their ability to cope with a change in clothing type.

Post-16 pupils are encouraged to wear their own appropriate cloths for the weather.

5.2 Parents and carers

Parents and carers are expected to make sure their child is dressed in appropriate clothing for the time of year. This may include wearing uniform. We encourage pupils to bring in a PE/swimming costume as we use the changing in and out of specific clothes for sports as a self-help/independence skill building opportunity.

Parents and carers are expected to clearly label child's clothes with the child's name and send the pupil to school in clothes that are in good condition.

Parents are also expected to contact Alexandra Orfanou (Assistant Head) alexandra.orfanou@heron.lseat.org.uk if they have any issues with clothing their child appropriately. 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 pupil's presentation in line with safeguarding requirements, as wearing uniform is not compulsory.

5.4 Trust

The Trust 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.

6. Monitoring arrangements

This policy will be reviewed every two years by the Headteacher.

7. Links to other policies

This policy is linked to our:

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